

OUTDOORLADS LIMITED

England & Wales · Charity number 1133121

Details

Other names	OUTDOORLADS
Status	Registered
Legal form	Charitable company
Company number	06589498
Registered	2009-12-04
Register	View on the Charity Commission register

Contact

Address	OutdoorLads 440 Royal Exchange Manchester M2 7EP
Phone	0161 4200001
Email	support@outdoorlads.com
Website	www.outdoorlads.com

Activities

Objects: TO PROMOTE FOR THE BENEFIT OF THE INHABITANTS OF THE UK, IN PARTICULAR BUT NOT EXCLUSIVELY, GAY, BISEXUAL, TRANSSEXUAL AND TRANSGENDER COMMUNITIES, WITHOUT DISTINCTION OF SEX, SEXUAL ORIENTATION, RACE, POLITICAL, RELIGIOUS OR OTHER OPINIONS, BY ASSOCIATING TOGETHER THE RESIDENTS OF THE AREA OF BENEFIT, THE LOCAL AND THE PUBLIC AUTHORITIES, VOLUNTARY AND OTHER ORGANISATIONS IN A COMMON EFFORT TO PROVIDE FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION AND LEISURE-TIME OCCUPATION WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE FOR THE SAID INHABITANTS. TO PROMOTE EQUALITY AND DIVERSITY AND TO ELIMINATE DISCRIMINATION IN RELATION TO GAY, BISEXUAL, TRANSSEXUAL AND TRANSGENDER PERSONS BY ADVANCING EDUCATION AND RAISING AWARENESS OF ISSUES AFFECTING SAID PERSONS.

Activities: EACH MONTH WE RUN A WIDE RANGE OF ACTIVITIES IN PARTICULAR, BUT NOT EXCLUSIVELY TO THE, GAY, BISEXUAL, TRANSSEXUAL AND TRANSGENDER COMMUNITIES. FROM CAMPING, HOSTELLING, HILLWALKING AND INDOOR CLIMBING, TO THE MORE EXTREME ACTIVITIES LIKE GORGE SCRAMBLING, ICE CLIMBING, TECHNICAL MOUNTAIN BIKING AND MANY MORE.

Classification

- **How:** Provides Services
- **What:** The Advancement Of Health Or Saving Of Lives, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** UNITED KINGDOM
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£398,719	£423,992	-	-
2024-03-31	£353,481	£350,058	-	-
2023-03-31	£360,963	£337,459	-	-
2022-03-31	£361,899	£208,930	-	-
2021-03-31	£132,305	£139,323	-	-

Trustees

Name	Role	Appointed
DANIEL KRAIG LYONS		2025-09-20
Gavin Anthony Blackman		2024-09-21
Joseph Ryan Bailey		2023-12-06
Laurence Anthony Quirk		2025-09-20
Steven Fayers		2025-09-20
Stuart William Innes		2024-09-21

OUTDOORLADS LIMITED

England & Wales - Charity number 1133121

Accounts

Company registration number: 06589498

Charity registration number: 1133121

OutdoorLads Ltd

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

OutdoorLads Ltd

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OutdoorLads Ltd

Reference and Administrative Details

Trustees

Rob Mitchell
Daniel Blackwell
David Norris (resigned 21 September 2024)
Joe Baley
Jake Higgins (resigned 21 September 2024)
William Allaway (appointed 21 September 2024)
Stuart Innes (appointed 21 September 2024)
Gavin Blackman (appointed 21 September 2024)

Secretary

Liam Russell

Charity Registration Number

1133121

Company Registration Number

06589498

Principal Office

Suite 440
Royal Exchange
Manchester
M2 7EP

Independent Examiner

Helen Binns FCA
Chartered Accountants
One Express
1 George Leigh St
Ancoats
Manchester
M4 5DL

OutdoorLads Ltd

Reference and Administrative Details

Bankers

Virgin Money
48-50 Market Street
Manchester
M1 1PW

Nationwide Building Society
Kings Park Road
Moulton Park
Northampton
NN3 6NW

Monmouthshire Building Society
Monmouthshire House
John Frost Square
Newport
South Wales
NP20 1PX

Aldermore Bank Plc
1st Floor, Block B
Western House
Lynch Wood
Peterborough
PE2 6FZ

Vernon Building Society
19 St Petersgate
Stockport
Stockport
SK1 1HF

OutdoorLads Ltd

Introduction from the Chair

CHAIR'S REPORT - 1st April 2024 to 31st March 2025

As I prepare to hand over the reins after about two years' service as trustee and chair of OutdoorLads, I want to use this report as a chance to reflect on the strong position that our charity is in right now, as well as share some thoughts for our future. I've loved working as one of a committed team of trustees (and our brilliant office team!). The level of support, challenge and a bit of fun on the way is so valuable. I'm leaving on the best possible terms, ready to live a new set of adventures in Scotland and so happy to see the team working as one for the benefit of us all..

- I am so pleased that we have a strong and steady Board of Trustees. We now have specific roles allocated to each trustee with the emphasis on delivering actions for the benefit of the group. As a team, the trustees are focused on developing new ideas and plans, testing them out, all with the emphasis on enhancing the experience of all of our members'.
- During the year, we've developed and strengthened our policy documents including safeguarding and our code of conduct. Regular reviews are an important part of the trustees' role, keeping abreast of charity guidance as well as the outdoor industry's practices.
- We have instigated Leader weekends as a way of thanking leaders for their amazing work (no leaders = no events!) and to listen and act on leaders' ideas for improving events. Held for the first time this year, they've had a strong impact upon event range and availability.
- Our BIG events continue to be well attended and provide an important revenue stream for the organisation. These events only happen because of the incredible work done by our BIG events team of volunteers. Thank you. A particular thank you to the leaders who put on extra events in January and April as part of our campaign to increase our member offer.
- Our committees were introduced three years ago and have done some great work, providing members with a chance to "give something back". A review of committees ultimately meant a different structure was put in place with effectively one committee overseeing a number of specific projects in task and finish groups. This still provides opportunities for members to get involved and help develop the organisation.
- My resignation comes as I fast approach 60 and move home to the Highlands of Scotland where I can enjoy the mountains much more often. I believe I have achieved over the last two years stability for our group, embedded sound leadership in tune with our purpose and charitable aims and positioned us to continue our amazing OutdoorLads journey. We are in a really strong position.

OutdoorLads Ltd

For the look ahead into 2025/26:

- Who would have thought when a few guys set the group up in 2006, with a cold camping trip in the Lake District in February that year, that nearly 20 years on we would be what we are now. Thank you to those pioneers! One of our significant projects is preparation for some incredible 20th anniversary celebrations for 2026. We are making it a year of celebration, commencing, of course, with the Winter Camp in February, in Great Langdale. Each month our regions will take it in turn to host a celebratory event. I am pleased to say that I've arranged to lead a three-night hostel event in March 2026 in the Cheviots, Northumberland. The team are in the process of planning and booking celebration events right through to the autumn with a big party event somewhere! Look out for lots of news about the plans as they shape up and a full programme of events to get excited about when it's published later this year.
- We will continue to invest in things like the website and leaders weekends that impact on member experience. Ever since I became chair, I have been keen to ensure that we invest in our group. We have very healthy reserves and on the back of this we introduced an investment programme in key areas. Consequently, we planned a small deficit budget this year.
- The OutdoorLads Foundation remains available to support members attend events when they are facing challenging times. Applications are very simple, there are no income checks etc, and it's all done privately without even the trustees knowing of individual applications. I wouldn't want ANY member to feel that they can't take part in one of our celebration events next year, for example, because of financial difficulties. OutdoorLads is for us all.
- As part of the Board's financial planning, we look at all aspects of income and expenditure. A key one for us is our membership prices. These have been held again for 2025 as we know that many members have been experiencing cost of living challenges. Our reserves remain healthy but as membership prices haven't gone up since 2019 we can't rule out a future price increase.

I have no doubt that the Board will continue to be a source of strength for the group and a stable influence for our members. I'm looking forward to leading more events, as I used to, and especially in Northern Scotland to help boost membership numbers "in the far north"! As an event leader for about 15 years, this is where my heart now lies, contributing to our fantastic group, sharing the OutdoorLads magic and health and well-being benefits of Scottish Glens, Munros and its wildlife. Do come and join me!



.....
Rob Mitchell
Chair

OutdoorLads Ltd

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2025.

Objectives and activities

The charity's objectives (as recorded in our Articles of Association) are:

“To promote for the benefit of the inhabitants of the UK, in particular but not exclusively, gay, bisexual, transsexual and transgender communities, without distinction of sex, sexual orientation, race, political, religious or other opinions, by associating together the residents of the area of benefit, the local and the public authorities, voluntary and other organisations in a common effort to provide facilities in the interests of social welfare for recreation and leisure-time occupation with the object of improving the conditions of life for the said inhabitants.

To promote equality and diversity and to eliminate discrimination in relation to gay, bisexual, transsexual, and transgender persons by advancing education and raising awareness of issues affecting said persons.”

Our Vision

Freedom to be yourself in the outdoors

Our Mission

Deliver inclusive and inspiring outdoor events to improve the wellbeing of our members across the UK

Our Values

We are Welcoming
We are Adventurous
We embrace Togetherness
We deliver Excellence
We are Respectful

Public benefit

In setting our objectives, carrying out our activities for the year and looking further ahead, the Board has considered the Charity Commission's guidance on public benefit, including guidance on public benefit and fee-charging. The Charity relies on income from fees and charges to cover its operating costs. In setting the level of fees, charges, and concessions, the Board give careful consideration to the accessibility of those on low incomes. On top of the health and wellbeing benefit of the charity's events our pricing structure, including Concession Membership, is designed to make the events affordable to as wide a range of participants as possible. In addition, the OutdoorLads Foundation provides financial support to those who may still be unable to afford membership or participation in our paid events.

OutdoorLads Ltd

Trustees' Report

Achievements and performance

Activities to end March 2025

The board have intentionally kept a focus on doing our core activity well - our events, whether that be day events such as walking, climbing or cycling, or our hostel, camping and BIG events. The focus was to ensure we deliver these in larger numbers and of good quality, by supporting our leaders to lead even better events, this is what our members want us to deliver. This only happens with the commitment and drive of our amazing team of volunteer event leaders, our regional coordinators with their teams of organisers, and the staff team who are involved in planning and delivery of our events.

Some highlights for the 12 months to March 2025:

- Event activity continued to be strong in terms of number of events and participants.
- We held five well-attended BIG events: BIG Spring Camp in North Wales, BIG Summer Camp in Sussex, BIG Peak Weekender in Derbyshire, BIG North Christmas in the Lakes, and BIG Halloween made a return to the event programme in Carnforth. These events rely heavily upon a dedicated and resourceful band of key volunteers to ensure they are successful, some of whom attended all five events! We value their contribution greatly and would like to thank them sincerely for all they do, with such good humour and grace, even when it's not easy!
- We held very successful big (not BIG) events in the form of Hogmanay, Christmas and Easter events- these too take a massive amount of planning and delivery from leaders and their teams - thank you
- Our regular programme of weekend events - hostels, camps, wild camps and bunkhouses were well attended again, and we found some great new (to us) venues which have quickly become favourites.
- Perhaps the most accessible of all are our huge number of day events (walking, cycling, climbing, running, water sports, social, cultural and heritage) which allow hundreds of our members to get out and enjoy being themselves with other like-minded people- thank you to the heroes of our day event leaders. These events are the core of OutdoorLads and it takes time and effort to organise these events too - thank you for leading these events week in, week out, and enhancing the wellbeing of our members.
- Membership has continued to grow steadily, as have the number of events overall.
- The sub-committee structure was reviewed and in order to maintain focus on practical delivery, was re-worked into a task-and-finish-group structure. This has worked more effectively and enables people to really focus in on one key area and have some impact.

OutdoorLads Ltd

Trustees' Report

Plans for future periods

Looking Forward to 2024/2025 for our events:

- We have a great programme of events underway for the year - including a sailing event to The Netherlands, more choice of hostel events at bank holiday weekends, and a large number of venues that are new-to-us, helping to keep the programme fresh. Our events at budget-friendly bunkhouses have been especially popular.
- Our cultural and heritage events have continued to be popular and noted as an ideal access point into OutdoorLads for new members and those with additional needs, as well as our general membership.
- Towards the end of the year, in 2026, we begin a year of celebrations to mark 20 years of OutdoorLads! A great range of events is being planned, from a large Winter Camp in February, right through to a BIG Celebration weekend in September to coincide with our AGM.
- We also have refreshed venues and approaches for some other well established events, to help keep things exciting and to enable members to explore different parts of the country.

Our Volunteers

Volunteers

Volunteers continue to make an invaluable contribution towards the life and work of OutdoorLads and support a wide range of activities behind the scenes, as well as face-to-face with members. Volunteers still run all OutdoorLads activities apart from some specialist sports where OutdoorLads does not have the required equipment/insurance/in-house trained expertise to run the event.

The number of volunteers at the time of writing is 337. Comparisons with previous years are difficult as volunteers have recently been asked to complete the volunteer agreement again - some were inactive and have naturally dropped off. However, that does mean that the 337 leaders are all active and engaged, and this number is a better representation of our volunteer base.

Recruiting and retaining leaders is crucial to the group's success and numbers continue to grow, supported by our network of regional co-ordinators and organisers, and the processes involved are being more actively managed to get people assessed as leaders more quickly.

During the year we improved support to leaders with two Leaders Weekends, where leaders came together in a hostel for a weekend, to help develop plans, feedback on the support they need, and for networking. These weekends were heavily subsidised by OutdoorLads as an investment in our leader team, and have been successful in motivating leaders to put on more of the events our members love, support them in their roles and raise the profile of our amazing leaders amongst the general membership.

OutdoorLads Ltd

Trustees' Report

Our Members

Our annual members survey continues to show the impact OutdoorLads has on the physical and mental wellbeing of our members:

	June 25	June 24	July 23	July 22	July 21
I feel more energised and positive after an OutdoorLads event	78%	77%	76%	79%	78%
I have made new friends through OutdoorLads	79%	78%	73%	79%	70%
OutdoorLads provides positive role models for the gay, bi, trans, queer community	74%	69%	69%	70%	75%
I am proud to be a member of OutdoorLads	74%	68%	71%	75%	72%
I feel more part of a community	72%	70%	70%	72%	66%
I feel less isolated	70%	66%	67%	67%	63%
I have enjoyed "giving something back" to the group	52%	57%	54%	55%	48%
My mental health has improved as a result of being a member	63%	66%	62%	N/A	N/A
I am physically fitter than I was before joining OutdoorLads	47%	52%	46%		

It is pleasing to note that the response rate for the survey this year was up on previous years, at 439, and that in most areas there has been an increase in the outcomes reported by members.

Going concern

After making enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future.

OutdoorLads Ltd

Trustees' Report

Structure, governance and management

The trustees, who are also the directors of the charitable company, present their annual report and the financial statements for the year ended 31 March 2025.

The Charity is commonly known as OutdoorLads and is also registered as a limited company, under the name OutdoorLads Ltd.

The Board of Trustees is drawn from the membership. The board of trustees reports to the Annual General Meeting of OutdoorLads. In line with our Articles of Association, all Trustees are unpaid volunteers.

The Board has overall responsibility for the work of OutdoorLads, in particular, setting strategy, direction, and targets. The Board of Trustees delegates day-to-day management of the organisation to three staff. Events are managed by appointed volunteer leaders. Leaders are managed on a regional basis by Regional Coordinators, appointed by the Board of Trustees.

Governing Document

The Charity, which is also a company limited by guarantee, is governed by its Memorandum and Articles of Association as amended 21 September 2024.

Appointment of Directors and Trustees

The Board of Trustees has six appointed members at 31 March 2025, of these, three are office bearers; Chair, Vice-Chair, and Treasurer.

The Company Secretary is a member of staff. Trustee appointments are for a term of three years, with the exception of the representative member, which is a one-year position. Co-opted Board members are subject to ratification by the membership at the following AGM to the co-option.

If required, Trustees receive external training in accordance with guidelines set down by the National Council for Voluntary Organisations.

All trustees and staff undergo a basic level DBS (Disclosure and Barring Service) check and appointment is subject to two satisfactory references.

Risk management

The Board have identified the major risks, both financial and other, facing the charity and have taken the appropriate action to mitigate those risks.

Related party transactions

There are no related party transactions. The Trustees participate in the activities of OutdoorLads on the same terms and conditions as other members. Those trustees who are also event leaders may claim expenses on the same basis as other leaders. Any amounts claimed are in addition to the trustees' expenses shown in note 10.

Declarations of Conflict of Interest

The Board maintains its legal duty in managing conflicts of interest. These Conflicts are recorded in the organisational risk register and regularly reviewed.

OutdoorLads Ltd

Trustees' Report

Financial review

Overview

The organisation's finances have remained healthy over this period, with our reserves target still being exceeded and a small surplus being made during the year. We have spread our savings across several banks and building societies to ensure that the full amount is protected by the FSCS limit in the event that a bank / building society went out of business. Trustees have previously agreed that going forwards, new accounts will be opened with mutual organisations wherever possible, to reflect our charitable status.

The accounts show an in-year deficit. This is because, as planned, we are making investment in the future of the organisation, for example by supporting leaders with the leader away weekends, and more training and equipment. This activity will continue into the next financial year, when we will continue to support further leader development and make investment into the website.

Performance

Net income/(expenditure) before depreciation and amortisation was £(6,937) (£21,680 for FYE 3/24). This is a decrease over the previous year. The biggest contributors being a higher spend on the events programme, from rising costs, and an intentional effort to reduce prices we charge on some events in order to provide better value to members during the financial pressures we have all faced. We have also intentionally invested money into the website and in supporting leaders to deliver great events.

Net deficit after depreciation and amortisation £25,273 (surplus of £3,423 in FYE 3/24).

Policy on reserves

In February 2025, OutdoorLads reviewed the reserves policy. We now target free reserves of £65,000-£115,000. The reserves policy is available on our website at www.outdoorlads.com/policies.

At the year end the total reserves held by the charity was £266,499 (2024: £291,772), of which £6,483 (2024: £8,889) are restricted. A further £21,458 (2024: £36,545) is held in fixed assets. The free reserves of the charity were £238,558 (2024: £246,338).

Finance Policy

Trustees produced a new Finance Policy in February 2024, revised in April 2025. The current Version 3 is available on our website at: www.outdoorlads.com/policies

In addition, during the year trustees approved the following finance related policies, all of which are available on the website:

- Expenses Policy for Trustees, Committee members, and staff
- Leader Credits and Expenses Policy
- Procurement Policy
- Refund Policy

OutdoorLads Ltd

Trustees' Report

Looking Forward

The charity's financial position is currently steady, with the reserves policy being exceeded. However, we continue to manage finances closely and to spend wisely, investing in the future of the group. The deficit made during the year is welcome, as a charity it shows we are investing our resources to improve the member experience, and to improve the future performance of the group, and therefore acting in our members', best interests.

Going forwards, FYE 3/26 is likely to see a near-normal events programme, with some exciting additions and changes to reflect and celebrate our 20th anniversary. However, inflation of prices from suppliers remains high, and whilst membership numbers are good, growth is steady.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 11/09/2025... and signed on its behalf by:



Rob Mitchell
Chairman and trustee

OutdoorLads Ltd

Statement of Trustees' Responsibilities

The trustees (who are also the directors of OutdoorLads Ltd for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on ~~11/09/2025~~ and signed on its behalf by:



Rob Mitchell
Chairman and trustee

OutdoorLads Ltd

Independent Examiner's Report to the trustees of OutdoorLads Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

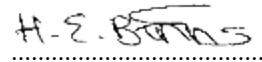
Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of OutdoorLads Ltd as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Helen Binns FCA
Chartered Accountants

One Express
1 George Leigh St
Ancoats
Manchester
M4 5DL

Date: 12/09/2025.....

OutdoorLads Ltd

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations	3	2,974	200	3,174	5,795
Charitable activities	5	388,133	-	388,133	333,286
Other trading activities	4	60	-	60	583
Investment income	6	7,352	-	7,352	13,817
Total income		<u>398,519</u>	<u>200</u>	<u>398,719</u>	<u>353,481</u>
Expenditure on:					
Charitable activities	7	<u>(421,386)</u>	<u>(2,606)</u>	<u>(423,992)</u>	<u>(350,058)</u>
Total expenditure		<u>(421,386)</u>	<u>(2,606)</u>	<u>(423,992)</u>	<u>(350,058)</u>
Net (expenditure)/income		<u>(22,867)</u>	<u>(2,406)</u>	<u>(25,273)</u>	<u>3,423</u>
Net movement in funds		(22,867)	(2,406)	(25,273)	3,423
Reconciliation of funds					
Total funds brought forward		<u>282,883</u>	<u>8,889</u>	<u>291,772</u>	<u>288,349</u>
Total funds carried forward	18	<u><u>260,016</u></u>	<u><u>6,483</u></u>	<u><u>266,499</u></u>	<u><u>291,772</u></u>

The notes on pages 17 to 27 form an integral part of these financial statements.

OutdoorLads Ltd

(Registration number: 06589498) Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	12	16,186	31,865
Tangible assets	13	<u>5,272</u>	<u>4,680</u>
		<u>21,458</u>	<u>36,545</u>
Current assets			
Stocks	14	2,221	1,717
Debtors	15	74,116	48,923
Cash at bank and in hand	16	<u>315,543</u>	<u>356,370</u>
		391,880	407,010
Creditors: Amounts falling due within one year	17	<u>(146,839)</u>	<u>(151,783)</u>
Net current assets		<u>245,041</u>	<u>255,227</u>
Net assets		<u>266,499</u>	<u>291,772</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		6,483	8,889
Unrestricted income funds			
Unrestricted funds		<u>260,016</u>	<u>282,883</u>
Total funds	18	<u>266,499</u>	<u>291,772</u>

The notes on pages 17 to 27 form an integral part of these financial statements.

OutdoorLads Ltd

(Registration number: 06589498) Balance Sheet as at 31 March 2025

For the financial year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 14 to 27 were approved by the trustees, and authorised for issue on 11/09/2025... and signed on their behalf by:



Rob Mitchell
Chairman and trustee

The notes on pages 17 to 27 form an integral part of these financial statements.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Suite 440
Royal Exchange
Manchester
M2 7EP

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

OutdoorLads Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

2 Accounting policies (continued)

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

2 Accounting policies (continued)

Intangible assets

Intangible assets costing £300 or more are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website	Over 7 years (from date new site goes live) straight line
Software licences	33.3% straight line

Tangible fixed assets

Individual fixed assets costing £300 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures & fittings	over 7 years straight line
Computer equipment	over 3 years straight line

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO).

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

2 Accounting policies (continued)

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

3 Income from donations

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Donations received	2,974	-	2,974	5,795
Grants received	-	200	200	-
	<u>2,974</u>	<u>200</u>	<u>3,174</u>	<u>5,795</u>

4 Income from other trading activities

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Trading income;			
Sales of goods and services	60	60	583
	<u>60</u>	<u>60</u>	<u>583</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

5 Income from charitable activities

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Income from events	259,389	259,389	212,132
Membership income	84,114	84,114	84,493
Bar income	43,566	43,566	35,615
Commission received	1,064	1,064	1,046
	<u>388,133</u>	<u>388,133</u>	<u>333,286</u>

6 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable	<u>7,352</u>	<u>7,352</u>	<u>13,817</u>

7 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Direct costs		187,765	2,406	190,171	140,232
Allocated support costs	8	<u>233,621</u>	<u>200</u>	<u>233,821</u>	<u>209,826</u>
		<u>421,386</u>	<u>2,606</u>	<u>423,992</u>	<u>350,058</u>
		Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Direct costs					
Accommodation		104,297	-	104,297	73,393
Travel		5,797	-	5,797	5,318
Food, drink & other		<u>77,671</u>	<u>2,406</u>	<u>80,077</u>	<u>61,521</u>
		<u>187,765</u>	<u>2,406</u>	<u>190,171</u>	<u>140,232</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

8 Analysis of governance and support costs

Support costs allocated to charitable activities

	Support costs £	Total 2025 £	Total 2024 £
Amortisation charge	15,724	15,724	15,723
Depreciation charge	2,613	2,613	2,534
Staff costs	82,674	82,674	83,872
Other staff costs	6,397	6,397	6,099
Premises costs	6,934	6,934	7,279
Insurance	4,093	4,093	5,628
Travel	4,663	4,663	2,078
Non Reclaimed VAT	32,886	32,886	24,422
Print, postage, stationery and advertising	4,998	4,998	3,651
Software & memberships	5,061	5,061	2,782
Sundry	12,443	12,443	5,261
IT & software costs	47,966	47,966	40,195
Legal & professional fees	775	775	2,224
Board meetings & AGM costs	-	-	2,428
	<u>227,227</u>	<u>227,227</u>	<u>204,176</u>

Governance costs

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Independent examiner fees			
Examination of the financial statements	2,526	2,526	3,212
Other Non-audit services	2,802	2,802	2,438
Trustees remuneration and expenses	1,267	1,267	-
	<u>6,595</u>	<u>6,595</u>	<u>5,650</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

9 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	78,916	74,389
Social security costs	670	6,459
Pension costs	3,087	3,024
	<u>82,673</u>	<u>83,872</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	2025 No	2024 No
Administration staff	<u>3</u>	<u>3</u>

No employee received emoluments of more than £60,000 during the year.

10 Independent examiner's remuneration

	2025 £	2024 £
Examination of the financial statements	<u>2,526</u>	<u>3,212</u>

11 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year. Expenses totalling £1,652 (2024: £4,717) were paid to six trustees.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

12 Intangible fixed assets

	Website £	Total £
Cost		
At 1 April 2024	110,061	110,061
Additions	<u>45</u>	<u>45</u>
At 31 March 2025	<u>110,106</u>	<u>110,106</u>
Amortisation		
At 1 April 2024	78,196	78,196
Charge for the year	<u>15,724</u>	<u>15,724</u>
At 31 March 2025	<u>93,920</u>	<u>93,920</u>
Net book value		
At 31 March 2025	<u>16,186</u>	<u>16,186</u>
At 31 March 2024	<u>31,865</u>	<u>31,865</u>

13 Tangible fixed assets

	Furniture and equipment £	Computer Equipment £	Total £
Cost			
At 1 April 2024	4,131	20,384	24,515
Additions	<u>3,183</u>	<u>21</u>	<u>3,204</u>
At 31 March 2025	<u>7,314</u>	<u>20,405</u>	<u>27,719</u>
Depreciation			
At 1 April 2024	3,489	16,346	19,835
Charge for the year	<u>413</u>	<u>2,199</u>	<u>2,612</u>
At 31 March 2025	<u>3,902</u>	<u>18,545</u>	<u>22,447</u>
Net book value			
At 31 March 2025	<u>3,412</u>	<u>1,860</u>	<u>5,272</u>
At 31 March 2024	<u>642</u>	<u>4,038</u>	<u>4,680</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

14 Stock

	2025 £	2024 £
Stocks	<u>2,221</u>	<u>1,717</u>

15 Debtors

	2025 £	2024 £
Trade debtors	8,770	6,680
Other debtors	1,710	-
Taxation and social security	1,402	227
Prepayments	<u>62,234</u>	<u>42,016</u>
	<u>74,116</u>	<u>48,923</u>

16 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	<u>315,543</u>	<u>356,370</u>

17 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	35,353	36,646
Other taxation and social security	1,546	1,216
Other creditors	5,985	6,409
Accruals	5,300	4,250
Deferred income	<u>98,655</u>	<u>103,262</u>
	<u>146,839</u>	<u>151,783</u>

	2025 £	2024 £
Deferred income at 1 April 2024	103,262	97,927
Resources deferred in the period	98,655	103,262
Amounts released from previous periods	<u>(103,262)</u>	<u>(97,927)</u>
Deferred income at year end	<u>98,655</u>	<u>103,262</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

18 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
General	282,883	398,519	(421,386)	260,016
Restricted funds	<u>8,889</u>	<u>200</u>	<u>(2,606)</u>	<u>6,483</u>
Total funds	<u><u>291,772</u></u>	<u><u>398,719</u></u>	<u><u>(423,992)</u></u>	<u><u>266,499</u></u>
	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
General	278,057	353,392	(348,566)	282,883
Restricted funds	<u>10,292</u>	<u>89</u>	<u>(1,492)</u>	<u>8,889</u>
Total funds	<u><u>288,349</u></u>	<u><u>353,481</u></u>	<u><u>(350,058)</u></u>	<u><u>291,772</u></u>

The restricted funds carried forward comprise income and expenditure in relation to the OutdoorLads Foundation formed at the charity's AGM in 2015. The Foundation has two main purposes:

a) Financial Assistance for Members where we offer financial support for current Members who are experiencing financial hardship or difficult life circumstances. This support could be paying the event fee for a hostel weekend or providing a contribution towards travel costs.

b) Work with other charities where we look to generate and explore relationships with others LGBT charities around the UK. The aim is to support individuals to come to OutdoorLads events and enjoy the community and positive wellbeing so many of our current members experience.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

19 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2025 £
Intangible fixed assets	16,186	-	16,186
Tangible fixed assets	5,272	-	5,272
Current assets	385,397	6,483	391,880
Current liabilities	(146,839)	-	(146,839)
Total net assets	<u>260,016</u>	<u>6,483</u>	<u>266,499</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Intangible fixed assets	31,865	-	31,865
Tangible fixed assets	4,680	-	4,680
Current assets	398,121	8,889	407,010
Current liabilities	(151,783)	-	(151,783)
Total net assets	<u>282,883</u>	<u>8,889</u>	<u>291,772</u>

20 Related party transactions

There were no related party transactions in the year.

The trustees participate in the events provided by OutdoorLads Ltd on the same terms and conditions as all other members.

Those trustees who are also event leaders may claim expenses on the same basis as other leaders. Any amounts claimed are in addition to the trustees' expenses shown in note 11.

OUTDOORLADS LIMITED

England & Wales - Charity number 1133121

Accounts

Company registration number: 06589498

Charity registration number: 1133121

OutdoorLads Ltd

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

OutdoorLads Ltd

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OutdoorLads Ltd

Reference and Administrative Details

Trustees	Rob Mitchell (resigned 07 September 2023, appointed 06 December 2023) Daniel Blackwell (appointed 06 December 2023) David Norris (appointed 06 December 2023) Joe Baley (appointed 06 December 2023) Jake Higgins (appointed 02 June 2023) Peter Walter (appointed 23 September 2023, resigned 06 December 2023) Neil Sharp (appointed 23 September 2023, resigned 06 December 2023) David Lawrence (appointed 23 September 2023, resigned 06 December 2023) Richard Overton (resigned 08 September 2023) Steven Allan (resigned 23 September 2023) Fergus Brunning (resigned 23 September 2023) Emma Green (resigned 23 September 2023) Simon Hawthorn (resigned 23 September 2023) Christopher Keivit (resigned 23 September 2023) Joseph Payne (resigned 23 September 2023)
Secretary	Liam Russell
Charity Registration Number	1133121
Company Registration Number	06589498
Principal Office	Suite 440 Royal Exchange Manchester M2 7EP
Independent Examiner	Helen Binns FCA Chartered Accountants One Express 1 George Leigh St Ancoats Manchester M4 5DL

OutdoorLads Ltd

Reference and Administrative Details

Bankers

Virgin Money
48-50 Market Street
Manchester
M1 1PW

Nationwide Building Society
Kings Park Road
Moulton Park
Northampton
NN3 6NW

Monmouthshire Building Society
Monmouthshire House
John Frost Square
Newport
South Wales
NP20 1PX

Aldermore Bank Plc
1st Floor, Block B
Western House
Lynch Wood
Peterborough
PE2 6FZ

OutdoorLads Ltd

Introduction from the Chair

CHAIR'S REPORT - 1st April 2023 to 31st March 2024

As I look back on an eventful year, it is heartening to see so many positives!

OutdoorLads is nothing without our events. In the year to 31st March 2024, we had 1635 events across the UK, including our Big Events, hostels, camps, day walks, mountain walks, mountain biking, road biking, indoor and outdoor climbing, leisure walks and so on!

Our events were attended by 2411 of our members (full and pay as you go). We'd have no events if it were not for our group of leaders. We have 411 leaders on our books now, and a huge thank you to all leaders who give up their time freely to volunteer to sprinkle the OutdoorLads magic.

Our membership continues its steady growth, after the blip in membership numbers during the Covid pandemic.

Our finances remain healthy. Once again, we have made a small surplus which we have started to use by way of reinvestment into our events, covering things like more training for leaders, equipment, marketing and more.

The new Board of Trustees has been developing as a team alongside reps from our Sub-Committees and our Regional Coordinators. Between us, we have a committed group, working as one team to help OutdoorLads do what we're here for - offer a fantastic range of events for our members.

We've held developmental away weekends to build the team. Some key takeaways from these are:

- We will always assess what you, our members, would want us to do
- We're following our vision, mission and values to get things done
- We've tweaked the sub-committees based on the experience of their first year of operation, with refined roles for each, and a new Marketing & Communications Sub-Committee
- We've established new event categories of Culture and Heritage, and Parkruns, broadening our appeal to a wider group of members
- We are reinvesting more of our surplus into future events, having provided a budget for each sub-committee. Money has already been spent on new kit, including new first aid kits for certain leader-types, climbing kit, and more training for leaders
- We have listened to the views of leaders from an in-year survey and have acted on many of the ideas and concerns raised, including provision of resources for events, improving mileage claim amounts noting the big rise in fuel costs in recent times, updated our expenses policy, working with Regional Coordinators to improve teamwork in the regions and help leaders get the support they need from within the regions to free up office staff time.

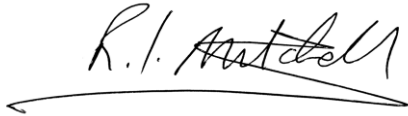
On this note, we are focused on speeding up the event publishing process. In some cases, especially where members and leaders may need to book annual leave several months in advance, and where members would benefit from early booking of train tickets, we are working to get more paid for events on-line sooner.

I am proud of the way the new team of trustees has gelled so quickly, and proud of how we are part of a wider governance team involving sub-committees and our regional teams.

OutdoorLads Ltd

Finally, a few thank you's! It must be noted that much of the progress made in 2023/24 is a result of the professionalism in our office team: Liam, Dan and Yvonne. You have continued to make things happen right through the year. Thank you. I also want to thank all the volunteers that chip in to make our BIG Events go so well. There are too many people to list, but everyone involved in planning, welcoming members on arrival, leading events, operating the bar, feeding hungry members, sorting out problems (varied, to say the least) any time of the day or night - you deserve medals!

Thank you finally to members participating in our full range of events. Your involvement and enjoyment is at the core of what makes OutdoorLads work.

A handwritten signature in black ink, appearing to read 'R. I. Mitchell', with a long horizontal flourish underneath.

Rob Mitchell
Chair

OutdoorLads Ltd

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2024.

Objectives and activities

The charity's objectives (as recorded in our Articles of Association) are:

“To promote for the benefit of the inhabitants of the UK, in particular but not exclusively, gay, bisexual, transsexual and transgender communities, without distinction of sex, sexual orientation, race, political, religious or other opinions, by associating together the residents of the area of benefit, the local and the public authorities, voluntary and other organisations in a common effort to provide facilities in the interests of social welfare for recreation and leisure-time occupation with the object of improving the conditions of life for the said inhabitants.

To promote equality and diversity and to eliminate discrimination in relation to gay, bisexual, transsexual, and transgender persons by advancing education and raising awareness of issues affecting said persons.”

Our Vision

Freedom to be yourself in the outdoors

Our Mission

Deliver inclusive and inspiring outdoor events to improve the wellbeing of our members across the UK

Our Values

We are Welcoming
We are Adventurous
We embrace Togetherness
We deliver Excellence
We are Respectful

OutdoorLads Ltd

Trustees' Report

Public benefit

In setting our objectives, carrying out our activities for the year and looking further ahead, the Board has considered the Charity Commission's guidance on public benefit, including guidance on public benefit and fee-charging. The Charity relies on income from fees and charges to cover its operating costs. In setting the level of fees, charges, and concessions, the Board give careful consideration to the accessibility of those on low incomes. On top of the health and wellbeing benefit of the charity's events our pricing structure, including Concession Membership, is designed to make the events affordable to as wide a range of participants as possible. In addition, the OutdoorLads Foundation provides financial support to those who may still be unable to afford membership or participation in our paid events. Due to the pandemic and the loss of our events programme, the Foundation did not provide financial support to any individuals during the financial year.

Achievements and performance

Our Events

Following a period of some change in the group, the key focus this year was to steady our ship and ensure that we focused on delivering things our members would want us to deliver - more great events that our members enjoy week in week out. This only happens with the commitment and drive of our amazing team of volunteer event leaders, our regional coordinators with their teams of organisers, and the staff team who are involved in planning and delivery of our events.

Some highlights for the 12 months to March 2024:

- Event activity continued to be strong in terms of number of events and participants.
- We held four well-attended BIG events: BIG Spring Camp in North Wales, BIG Summer Camp in Sussex, BIG Peak Weekender in Derbyshire, and BIG North Christmas in the Lakes. These would not be possible without the huge contributions of the BIG events teams!
- We have made plans to get BIG Halloween and Big Spring Climb back for 2024 - planning in one year is essential for big events taking place in the next.
- We held very successful big (not BIG) events in the form of Hogmanay and New Year events, plus other Christmas and Easter events - these too take a massive amount of planning and delivery from leaders and their teams - thank you
- Our bread and butter of regular weekends of hostels, camps, wild camps and bunkhouses were well attended again
- Perhaps the most accessible of all are our huge number of day events (walking, cycling, climbing, running, water sports, social, cultural and heritage) which allow hundreds of our members to get out and enjoy being themselves with other like-minded people - thank you to the sometimes unsung heroes of our day event leaders.
- The new sub-committees have been working hard and delivered a number of things to support our events programme. With the sub-committees' emphasis on action, we have replaced the strategy in its various guises with a set of actions which is reviewed regularly, underpinned by our vision, mission and values as set out earlier in this report

OutdoorLads Ltd

Trustees' Report

Plans for future periods

Looking Forward to 2024/2025 for our events:

- We have an excellent programme of events underway for the year.
- Our cultural and heritage events are now underway and have proven to be popular - we would encourage more leaders to put on events of this type, as they provide a great introduction to the organisation.
- We are once again running BIG Halloween at its original location.
- Our hostels and camps programme offers a good range of events to suit different needs and wishes - we will continue to develop an exciting and varied programme of events.

Our Volunteers

Volunteers

Volunteers continue to make an essential contribution towards the life and work of OutdoorLads and support a wide range of activities behind the scenes, as well as face-to-face with members. Volunteers continue to run all OutdoorLads activities apart from some specialist sports where OutdoorLads does not have the required equipment/insurance/in-house trained expertise to run the event.

Recruiting and retaining leaders is crucial to the group's success and numbers continue to grow, supported by our network of regional co-ordinators and organisers. Our People committee will be taking an active lead in developing the training and development of leaders.

In 2025 we will be further supporting our leaders with some Leaders Weekends where leaders will stay in a hostel for a weekend and receive training and support for their roles. These weekends will be heavily subsidised by OutdoorLads and it is hoped will motivate leaders to put on more of the events our members love, support them in their roles and raise the profile of our amazing leaders amongst the general membership.

Our Members

Paid Members:	2,041	(↑ 544)	Pay As You Go:	12,240*
Full:	1,852	(↑ 471)	Active:	1,208 (↑ 195)
Concession:	189	(↑ 073)	Inactive - new signup:	1,662 (↑ 330)
			Inactive - dormant:	9,370

Membership rates do remain healthy and there has been a clear increase in members, which is fantastic to see! Membership saw a rise in the last few months of the year following a dip in the middle of the year. However, due to deferred payments, the full impact of this rise is not shown in these accounts.

* PAYG Members - “active” is attended an event in last 18 months, “active - new sign up” is joined in last 18 months but not attended an event. Inactive is the remaining PAYG members.

OutdoorLads Ltd

Trustees' Report

Having surveyed members in 2024 the charity is able to demonstrate its success:	June 2024	July 2023	July 2022	July 2021
<i>Percentage of Full Members who agree with the following statement:</i>				
I feel more energised and positive after an OutdoorLads event.	77%	76%	79%	78%
I have made new friends through OutdoorLads	78%	73%	79%	70%
OutdoorLads provides positive role models for gay, bi and trans men.	69%	69%	70%	75%
I am proud to be a member of OutdoorLads.	68%	71%	75%	72%
I feel more part of a community.	70%	70%	72%	66%
I feel less isolated.	66%	67%	67%	63%
I have enjoyed 'giving something back' to the group.	57%	54%	55%	48%
My mental health has improved as a result of being a member	66%	62%	NA	NA
I am physically fitter than I was before joining OutdoorLads	52%	46%	NA	NA

Going concern

After making enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future.

Structure, governance and management

The Charity is commonly known as OutdoorLads and is also registered as a limited company, under the name OutdoorLads Ltd.

The Board of Trustees is mostly drawn from the membership. The board of trustees reports to the Annual General Meeting of OutdoorLads. In line with our Articles of Association, all Trustees are unpaid volunteers.

The Board has overall responsibility for the work of OutdoorLads, in particular, setting strategy, direction, and targets. The Board of Trustees delegates day-to-day management to three staff. Events are managed by appointed volunteer leaders. Leaders are managed on a regional basis by Regional Coordinators, appointed by the Board of Trustees.

The Board also delegates some function to sub-committees to deliver on specific themes. The composition and scope of the sub-committees has been reviewed and changes made to improve functionality and authority of this approach.

Governing Document

The Charity, which is also a company limited by guarantee, is governed by its Memorandum and Articles of Association as amended 21 September 2019.

OutdoorLads Ltd

Trustees' Report

Appointment of Directors and Trustees

The Board of Trustees has five appointed members at 31 March 2024, of these, three are office bearers; Chair, Vice-Chair, and Treasurer.

The Company Secretary is a member of staff. Trustee appointments are for a term of three years, with the exception of the representative member, which is a one-year position. Co-opted Board members are subject to ratification by the membership at the following AGM to the co-option.

If required, Trustees receive external training in accordance with guidelines set down by the National Council for Voluntary Organisations.

All trustees and staff undergo a basic level DBS (Disclosure and Barring Service) check and appointment is subject to two satisfactory references.

Risk management

The Board have identified the major risks, both financial and other, facing the charity and have taken the appropriate action to mitigate those risks.

Related party transactions

Details of related party transactions are set out in note 20 to the financial statements. The Trustees participate in the activities of OutdoorLads on the same terms and conditions as other members.

Declarations of Conflict of Interest

The Board maintains its legal duty in managing conflicts of interest. These Conflicts are recorded in the organisational risk register and regularly reviewed. The Board maintains one 'active' conflict of interest through Connected Individuals of Trustees: Steven Allan, up until 23 September 2023, when Steven Allan resigned from his post.

Charity Commission and Information Commissioners Office

During the year, correspondence was received from the Charity Commission detailing concerns raised about the charity, in correspondence received by them.

We responded to the concerns raised, followed their advice and held a meeting with the Charity Commission to discuss. They have now issued a closing letter as they have been satisfied with the responses received from OutdoorLads. Whilst for GDPR reasons we are unable to make all of the correspondence public, for transparency and to ease member's concerns, the closing letter has been made available to members to view on our website. There are no outstanding issues, and the case is closed.

Also, during the year, two alleged personal data breaches were reported to the Information Commissioner's Office (ICO). Both have been acknowledged by the ICO. We chose to provide further information to them surrounding the alleged personal data breaches. They have taken no further action, and no further correspondence has been received.

OutdoorLads Ltd

Trustees' Report

Financial review

Overview

The organisation's finances have remained healthy over this period, with our reserves target being exceeded and a small surplus being made during the year. We have spread our savings across several banks and building societies to ensure that the full amount is protected by the FSCS limit in the event that a bank / building society went out of business. Trustees have also agreed that going forwards, new accounts will be opened with mutual organisations wherever possible.

We are addressing the healthy balances by making investment in the future of the organisation, for example by supporting leaders with more training, equipment, and providing a budget for each sub-committee to use for investment. This activity will continue into the new financial year, when we will support further leader development through dedicated Leader Weekends.

Performance

Net income before depreciation and amortisation was £21,680 (£40,076 for FYE 3/23). This is a decrease over the previous year with the biggest contributors being 1) higher spend on the events programme, from rising costs, and an intentional effort to reduce prices on some events in order to provide better value to members during financial pressures we have all faced, 2) reduced bar income as we did not run as many bars during the year, and 3) reduced donations, principally as we did not run our partnership with The North Face this year.

Net surplus after depreciation and amortisation £3,423 (surplus of £23,504 in FYE 3/23).

Policy on reserves

During the FYE 3/22, OutdoorLads adopted a new reserves policy. We now target free reserves of £95,000-£135,000. The pandemic showed that members are very loyal and that, while membership income may reduce when no events are taking place, it does not go to zero. The trustees therefore decided the charity only needs £35,000-£55,000 for external risks. The trustees also identified our website as an area of vulnerability and therefore decided to hold reserves of £60,000 to £80,000 for future investments. The website reserves are deliberately not held as designated funds due to significant uncertainty regarding the timing, nature and scale of any future investments.

Finance Policy

Trustees produced a new Finance Policy in February 2024. The current Version 2 is available on our website here: www.outdoorlads.com/policies.

Looking Forward

The charity's financial position is currently steady, with the reserves policy being exceeded. However, we continue to manage finances closely and to spend wisely, investing in the future of the group. The small surplus we made during the year is welcome, as a charity it shows we are managing money closely and, in our members', best interests

Going forwards, FYE 3/25 is likely to see a near-normal events programme. On the other hand, inflation is high, and whilst membership numbers have increased, the growth is steady. We are also investing more in our website and IT systems following a period of low activity in that regard.

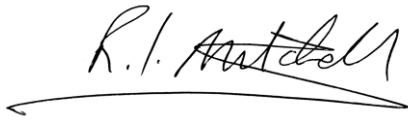
OutdoorLads Ltd

Trustees' Report

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 6 September 2024 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'R. I. Mitchell', with a long horizontal flourish underneath.

Rob Mitchell
Chair and trustee

OutdoorLads Ltd

Statement of Trustees' Responsibilities

The trustees (who are also the directors of OutdoorLads Ltd for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

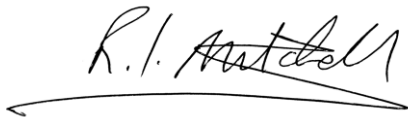
Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 6 September 2024 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'R. I. Mitchell', with a long horizontal line underneath it.

Rob Mitchell
Chair and trustee

OutdoorLads Ltd

Independent Examiner's Report to the trustees of OutdoorLads Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

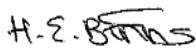
Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of OutdoorLads Ltd as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....
Helen Binns FCA
Chartered Accountants

One Express
1 George Leigh St
Ancoats
Manchester
M4 5DL

Date: 6 September 2024

OutdoorLads Ltd

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations	3	5,706	89	5,795	12,472
Charitable activities	5	333,286	-	333,286	343,526
Other trading activities	4	583	-	583	-
Investment income	6	13,817	-	13,817	4,965
Total income		<u>353,392</u>	<u>89</u>	<u>353,481</u>	<u>360,963</u>
Expenditure on:					
Charitable activities	7	<u>(348,566)</u>	<u>(1,492)</u>	<u>(350,058)</u>	<u>(337,459)</u>
Total expenditure		<u>(348,566)</u>	<u>(1,492)</u>	<u>(350,058)</u>	<u>(337,459)</u>
Net income/(expenditure)		<u>4,826</u>	<u>(1,403)</u>	<u>3,423</u>	<u>23,504</u>
Net movement in funds		4,826	(1,403)	3,423	23,504
Reconciliation of funds					
Total funds brought forward		<u>278,057</u>	<u>10,292</u>	<u>288,349</u>	<u>264,845</u>
Total funds carried forward	18	<u><u>282,883</u></u>	<u><u>8,889</u></u>	<u><u>291,772</u></u>	<u><u>288,349</u></u>

The notes on pages 17 to 27 form an integral part of these financial statements.

OutdoorLads Ltd

(Registration number: 06589498) Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	12	31,865	47,588
Tangible assets	13	<u>4,680</u>	<u>4,999</u>
		<u>36,545</u>	<u>52,587</u>
Current assets			
Stocks	14	1,717	1,647
Debtors	15	48,923	52,386
Cash at bank and in hand	16	<u>356,370</u>	<u>329,265</u>
		407,010	383,298
Creditors: Amounts falling due within one year	17	<u>(151,783)</u>	<u>(147,536)</u>
Net current assets		<u>255,227</u>	<u>235,762</u>
Net assets		<u>291,772</u>	<u>288,349</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		8,889	10,292
Unrestricted income funds			
Unrestricted funds		<u>282,883</u>	<u>278,057</u>
Total funds	18	<u>291,772</u>	<u>288,349</u>

The notes on pages 17 to 27 form an integral part of these financial statements.

OutdoorLads Ltd

(Registration number: 06589498) Balance Sheet as at 31 March 2024

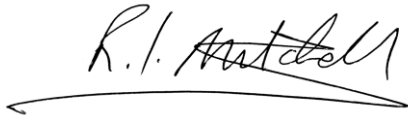
For the financial year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 14 to 27 were approved by the trustees, and authorised for issue on 6 September 2024 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'R. I. Mitchell', with a long horizontal flourish underneath.

Rob Mitchell (resigned 07 September 2023, appointed 06 December 2023)
Chairman and trustee

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Charity status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Suite 440
Royal Exchange
Manchester
M2 7EP

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

OutdoorLads Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

2 Accounting policies (continued)

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

2 Accounting policies (continued)

Intangible assets

Intangible assets costing £300 or more are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website	Over 7 years (from date new site goes live) straight line
Software licences	33.3% straight line

Tangible fixed assets

Individual fixed assets costing £300 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures & fittings	over 7 years straight line
Computer equipment	over 3 years straight line

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO).

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

2 Accounting policies (continued)

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

3 Income from donations

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Donations received	5,706	89	5,795	11,332
Grants received	-	-	-	1,140
	<u>5,706</u>	<u>89</u>	<u>5,795</u>	<u>12,472</u>

4 Income from other trading activities

	Unrestricted funds General £	Total funds £	Total 2023 £
Trading income;			
Sales of goods and services	583	583	-
	<u>583</u>	<u>583</u>	<u>-</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

5 Income from charitable activities

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Income from events	212,132	212,132	187,883
Membership income	84,493	84,493	108,685
Bar income	35,615	35,615	46,684
Commission received	1,046	1,046	274
	<u>333,286</u>	<u>333,286</u>	<u>343,526</u>

6 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable	<u>13,817</u>	<u>13,817</u>	<u>4,965</u>

7 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Direct costs		138,740	1,492	140,232	142,794
Allocated support costs	8	<u>209,826</u>	<u>-</u>	<u>209,826</u>	<u>194,665</u>
		<u>348,566</u>	<u>1,492</u>	<u>350,058</u>	<u>337,459</u>
		Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Direct costs					
Accommodation		73,393	-	73,393	68,290
Travel		5,318	-	5,318	4,264
Food, drink & other		<u>60,029</u>	<u>1,492</u>	<u>61,521</u>	<u>70,240</u>
		<u>138,740</u>	<u>1,492</u>	<u>140,232</u>	<u>142,794</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

8 Analysis of governance and support costs

Support costs allocated to charitable activities

	Support costs £	Total 2024 £	Total 2023 £
Amortisation charge	15,723	15,723	15,723
Depreciation charge	2,534	2,534	850
Staff costs	83,872	83,872	81,754
Other staff costs	6,099	6,099	5,562
Premises costs	7,279	7,279	5,630
Insurance	5,628	5,628	5,225
Travel	2,078	2,078	4,203
Non Reclaimed VAT	24,422	24,422	15,870
Print, postage, stationery and advertising	3,651	3,651	2,099
Software & memberships	2,782	2,782	2,699
Sundry	5,261	5,261	2,066
IT & software costs	40,195	40,195	43,444
Legal & professional fees	2,224	2,224	285
Board meetings & AGM costs	2,428	2,428	955
	<u>204,176</u>	<u>204,176</u>	<u>186,365</u>

Governance costs

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Independent examiner fees			
Examination of the financial statements	3,212	3,212	1,900
Other Non-audit services	2,438	2,438	6,400
	<u>5,650</u>	<u>5,650</u>	<u>8,300</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

9 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	74,389	70,238
Social security costs	6,459	6,705
Pension costs	3,024	4,811
	<u>83,872</u>	<u>81,754</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	2024 No	2023 No
Administration staff	<u>3</u>	<u>3</u>

No employee received emoluments of more than £60,000 during the year.

10 Independent examiner's remuneration

	2024 £	2023 £
Examination of the financial statements	<u>3,212</u>	<u>1,900</u>

11 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year. Expenses totalling £4,717 (2023: £7,873) were paid to nine trustees.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

12 Intangible fixed assets

	Website £	Total £
Cost		
At 1 April 2023	110,061	110,061
At 31 March 2024	110,061	110,061
Amortisation		
At 1 April 2023	62,473	62,473
Charge for the year	15,723	15,723
At 31 March 2024	78,196	78,196
Net book value		
At 31 March 2024	31,865	31,865
At 31 March 2023	47,588	47,588

13 Tangible fixed assets

	Furniture and equipment £	Computer Equipment £	Total £
Cost			
At 1 April 2023	3,428	18,871	22,299
Additions	703	1,539	2,242
Disposals	-	(26)	(26)
At 31 March 2024	4,131	20,384	24,515
Depreciation			
At 1 April 2023	3,428	13,872	17,300
Charge for the year	61	2,474	2,535
At 31 March 2024	3,489	16,346	19,835
Net book value			
At 31 March 2024	642	4,038	4,680
At 31 March 2023	-	4,999	4,999

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

14 Stock

	2024 £	2023 £
Stocks	<u>1,717</u>	<u>1,647</u>

15 Debtors

	2024 £	2023 £
Trade debtors	6,680	6,824
Other debtors	-	554
Taxation and social security	227	8,056
Prepayments	<u>42,016</u>	<u>36,952</u>
	<u>48,923</u>	<u>52,386</u>

16 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	<u>356,370</u>	<u>329,265</u>

17 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	36,646	36,566
Other taxation and social security	1,216	-
Other creditors	6,409	9,003
Accruals	4,250	4,040
Deferred income	<u>103,262</u>	<u>97,927</u>
	<u>151,783</u>	<u>147,536</u>

	2024 £	2023 £
Deferred income at 1 April 2023	97,927	122,745
Resources deferred in the period	103,262	97,927
Amounts released from previous periods	<u>(97,927)</u>	<u>(122,745)</u>
Deferred income at year end	<u>103,262</u>	<u>97,927</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

18 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
General	278,057	353,392	(348,566)	282,883
Restricted funds	<u>10,292</u>	<u>89</u>	<u>(1,492)</u>	<u>8,889</u>
Total funds	<u><u>288,349</u></u>	<u><u>353,481</u></u>	<u><u>(350,058)</u></u>	<u><u>291,772</u></u>
	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
General	254,553	360,963	(337,459)	278,057
Restricted funds	<u>10,292</u>	<u>-</u>	<u>-</u>	<u>10,292</u>
Total funds	<u><u>264,845</u></u>	<u><u>360,963</u></u>	<u><u>(337,459)</u></u>	<u><u>288,349</u></u>

The restricted funds carried forward comprise income and expenditure in relation to the OutdoorLads Foundation formed at the charity's AGM in 2015. The Foundation has two main purposes:

a) Financial Assistance for Members where we offer financial support for current Members who are experiencing financial hardship or difficult life circumstances. This support could be paying the event fee for a hostel weekend or providing a contribution towards travel costs.

b) Work with other charities where we look to generate and explore relationships with others LGBT charities around the UK. The aim is to support individuals to come to OutdoorLads events and enjoy the community and positive wellbeing so many of our current members experience.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2024

19 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Intangible fixed assets	31,865	-	31,865
Tangible fixed assets	4,680	-	4,680
Current assets	396,718	10,292	407,010
Current liabilities	(151,783)	-	(151,783)
Total net assets	<u>281,480</u>	<u>10,292</u>	<u>291,772</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Intangible fixed assets	47,588	-	47,588
Tangible fixed assets	4,999	-	4,999
Current assets	373,006	10,292	383,298
Current liabilities	(147,536)	-	(147,536)
Total net assets	<u>278,057</u>	<u>10,292</u>	<u>288,349</u>

20 Related party transactions

The charity has contracted services from Linten Technologies Ltd. This company provides domain renewal and server hosting services. Steven Allan, a previous trustee, is also a director of this company.

During the year the value of services and goods purchased from Linten Technologies Ltd was £5,286 (2023: £2,513). The amount outstanding at the balance sheet date was £Nil (2023: NIL).

Steven Allen does not have any role in the Board's decision to use Linten Technologies Ltd. Additionally, OutdoorLads Ltd carries out regular market testing to ensure that the services are being provided at a competitive market rate.

The trustees participate in the events provided by OutdoorLads Ltd on the same terms and conditions as all other members.

Those trustees who are also event leaders may claim expenses on the same basis as other leaders. Any amounts claimed are in addition to the trustees' expenses shown in note 10.

OUTDOORLADS LIMITED

England & Wales - Charity number 1133121

Accounts

Company registration number: 06589498

Charity registration number: 1133121

OutdoorLads Ltd

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

OutdoorLads Ltd

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OutdoorLads Ltd

Reference and Administrative Details

Trustees

Steven Allan

Simon Francis William Hawthorn

Michael Joseph Payne

Fergus James Brunning

Emma Green

Christopher Keivit

Jake Higgins

Niels Pedersen (resigned 16 September 2022)

Matthew Tennant (resigned 26 September 2022)

Daniel Ballantyne (resigned 26 September 2022)

Gavin John Bridge (resigned 29 September 2022)

Daniel McKeown-Henshall (resigned 1 December 2022)

William Llorel-Antoine (appointed 26 January 2023) (resigned 8 February 2023)

David Anthony Banks (resigned 29 March 2023)

Robert Mitchell (resigned 7 September 2023)

Richard Overton (resigned 08 September 2023)

Secretary

Liam Russell

Principal Office

Suite 440

Royal Exchange

Manchester

M2 7EP

Company Registration Number

06589498

Charity Registration Number

1133121

OutdoorLads Ltd

Reference and Administrative Details

Bankers

Virgin Money
48-50 Market Street
Manchester
M1 1PW

Nationwide Building Society
Kings Park Road
Moulton Park
Northampton
NN3 6NW

Monmouthshire Building Society
Monmouthshire House
John Frost Square
Newport
South Wales
NP20 1PX

Aldermore Bank Plc
1st Floor, Block B
Western House
Lynch Wood
Peterborough
PE2 6FZ

Independent Examiner

Helen Binns FCA
Chartered Accountants
One Express
1 George Leigh St
Ancoats
Manchester
M4 5DL

OutdoorLads Ltd

Introduction from the Programme Manager

Dear OutdoorLads Members

I'm writing this introduction as Programme Manager and Company Secretary of OutdoorLads, an organisation which means so much to me, and hopefully does to you too. This report covers the 2022-23 financial year and provides a summary of key developments.

Strategy 2023-2028

The wide-ranging consultation was concluded during the year, and included numerous consultation meetings with members. As is the case with major strategy development there is always a period of reflection and refocusing. This happened too with the OutdoorLads strategy. The draft strategy as outlined at last year's AGM was the subject of much discussion and debate and after considerable reflection it was refocused around the group's original aims as a group for gay, bi and trans men.

The journey to delivering the strategy is now in place with a group of (currently) 29 members joining four sub-committees to put members' views front and centre of our progress. Already, we have seen the delivery of some joint events, run in partnership with other groups within the family of LGBTQIA+ organisations, of which we are one. The sub-committees are looking at many actions to help us broaden our offer and do what we do best - run outstanding events in the great outdoors (and indoors too!). Thank you to all the members and trustees giving their time to get them up and running.

Events

This is what we are REALLY about. That's what started OutdoorLads back in 2006 and that's what'll carry us forward for decades. Great events, run by passionate, volunteer leaders, enjoyed by our diverse membership, past, present and future. We continued to run a fantastic set of "bread and butter" events but it was so pleasing to see us run our full range of BIG events once more. BIG Spring Camp - many people's top event of the year - was back in full glory after a three year break. Well done to all the volunteers who pulled together for weeks and weeks to plan and deliver (and tidy up after) these brilliant events. Thank you. As we go forward, the work of members in the sub-committees will help us offer an even wider range of events to gay, bi and trans men.

A nod to the future - our Sub-Committees

A lot of work took place this year to prepare the ground for our four new sub-committees that put members in the driving seat on a whole range of issues, so it would be remiss of me not to give them a mention in this report. The sub-committees are now all up and running. There is always an opportunity for more people to come forward to take part. We are particularly keen to ensure we have a diverse range of people involved. If you think you've got something different to offer - please get in touch. The sub-committees will be getting a budget and making decisions.

C. I. Russell

OutdoorLads Ltd

What's particularly exciting is that we now have about 30 of our members involved in running the organisation in a way that we've never had before. We are so grateful to all of you for giving up your time to take part. There's a lot going on but this brief list will give you an idea of the things you are working on for our members:

- More training to get more of our members signed up as event leaders
- Create a watersports offer
- Improve our communications and support for new members, to make them feel even more welcomed and supported
- Develop the "Ask for Calvin" support network
- Develop a sponsorship pack to help us secure new sponsorship partners and raise more money for OutdoorLads
- Formalise the hiring out of our bar service and equipment, again to raise income for us
- A new type of event aimed at cultural and heritage locations, gardens etc, low level and accessible
- Review the OutdoorLads refund policy that applies when members have to cancel attendance on paid events.

This is just a flavour!

And finally...

The decision of the current board to step aside and hand over the reins to a new team to continue to deliver the strategy and focus on the events programme is a brave and bold move and shows individuals' commitments to the organisation. The future under the interim board and later, the new permanent board, is bright and will enable us to continue focusing on our events programme and delivering the strategy. There are a wide range of views in OutdoorLads, as in any group, but whatever our personal views of the last year or so about the direction of the group, let's pull together, make OutdoorLads even more successful and who knows where we will go? Any change has to be organic and a journey we make together, with the widest possible support of the membership.

Liam Russell
Programme Manager / Company Secretary

OutdoorLads Ltd

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2023.

Objectives and activities

The charity's objectives (as recorded in our Articles of Association) are:

“To promote for the benefit of the inhabitants of the UK, in particular but not exclusively, gay, bisexual, transsexual and transgender communities, without distinction of sex, sexual orientation, race, political, religious or other opinions, by associating together the residents of the area of benefit, the local and the public authorities, voluntary and other organisations in a common effort to provide facilities in the interests of social welfare for recreation and leisure-time occupation with the object of improving the conditions of life for the said inhabitants.

To promote equality and diversity and to eliminate discrimination in relation to gay, bisexual, transsexual, and transgender persons by advancing education and raising awareness of issues affecting said persons.”

Our Vision

Freedom to be yourself in the outdoors

Our Mission

Deliver inclusive and inspiring outdoor events to improve the wellbeing of our members across the UK

Our Values

We are Welcoming
We are Adventurous
We embrace Togetherness
We deliver Excellence
We are Respectful

OutdoorLads Ltd

Trustees' Report

Public benefit

In setting our objectives, carrying out our activities for the year and looking further ahead, the Board has considered the Charity Commission's guidance on public benefit, including guidance on public benefit and fee-charging. The Charity relies on income from fees and charges to cover its operating costs. In setting the level of fees, charges, and concessions, the Board give careful consideration to the accessibility of those on low incomes. On top of the health and wellbeing benefit of the charity's events our pricing structure, including Concession Membership, is designed to make the events affordable to as wide a range of participants as possible. In addition, the OutdoorLads Foundation provides financial support to those who may still be unable to afford membership or participation in our paid events. Due to the pandemic and the loss of our events programme, the Foundation did not provide financial support to any individuals during the financial year.

Achievements and performance

Our Events

Activities to end March 2023

A key objective of the charity in 2022 - 23 was reaffirming our return to delivering our event programme after the disruption of the pandemic, and implementing our 2023 - 2028 strategy. Considerable effort from our volunteer leaders, regional coordinators and organisers, and the staff team was involved in the planning and delivery of our events.

Key highlights include:

- Event activity was up considerably on the previous year, as the organisation bounced back from the effects of the pandemic and strengthened our capacity to deliver inspiring outdoor events for members.
- We held the first BIG Spring Camp for three years in June 2022, moving the date to accommodate the Jubilee weekend.
- Following the success of the 15th birthday celebration event at Thornbridge Outdoors, we launched a new regular BIG event, BIG Peak Weekender in July 2022.
- The BIG events programme was completed by a successful BIG Summer Camp and BIG Halloween in Ironbridge.
- A full programme of hostel and camping events ran throughout the year, with high capacity and including familiar favourites and exciting new locations.
- We ran a successful full Christmas programme of events, including Hogmanay and a new year's hostel event.
- Our fantastic network of volunteers put on over 1260 day events across the year - walking, cycling, climbing indoor and outdoor, social events of all kinds - this is the bread and butter of what we do and without these volunteers consistently going above and beyond, we wouldn't have the organisation of which we are so proud of today.
- We reviewed and refreshed our strategy following its launch at the September 2022 AGM with the help of key volunteers, to better place it to meet the needs of members now and into the future.

Detailed Review

The charity ran 1713 (up from 1,353) events during the year with 2,585 members attending 33,972 (up from 13,057) event spaces.

The table below provides the number of events, event places attended and members attending for each primary activity, together with a comparison of this year's figures against the previous years.

OutdoorLads Ltd

Trustees' Report

Plans for future periods

Looking Forward to 2023/2024 for our events:

- We have an excellent programme of events underway for the year.
- We can now include caving in our portfolio of activities with our first official caving leader in post.
- Work is underway to introduce OutdoorLads-led watersports events to our portfolio, and to introduce more accessible events in the form of new Cultural and Heritage events!
- Our hostels and camps programme offers a good range of events to suit different needs.

Our Volunteers

Volunteers

Volunteers continue to make an invaluable contribution towards the life and work of OutdoorLads and support a wide range of activities behind the scenes, as well as face-to-face with members. Volunteers still run all OutdoorLads activities apart from some specialist sports where OutdoorLads does not have the required equipment/insurance/in-house trained expertise to run the event.

The number of volunteers in the year was 354, an increase from 324. From our bank of leaders, 56% (197) were active in leading an event. Recruiting and retaining leaders is crucial to the group's success and numbers continue to grow, supported by our network of regional co-ordinators and organisers. The new support committee will be taking an active lead in developing the training and development of leaders.

Our Members

Paid Members: 1,487 (down 10) Pay As You Go: 10511 (up 2201)

Full: 1,364 (down 17)

Concession: 123 (↑ 7)

- Whilst membership levels have decreased, it is slight and through difficult times for many. The support committee will be taking a lead on ways to increase membership rates. Membership rates do remain healthy.

OutdoorLads Ltd

Trustees' Report

Looking forward to 2023/2024 for our members:

- The implementation of our 2023 - 2028 Strategy is underway, with sub-committees now in place in our governance structure and working on the implementation of many of the projects identified as part of the strategy.
- We will continue to seek input on how OutdoorLads can work to remove barriers to engagement in outdoor pursuits from our members from different socio-economic backgrounds, members with disabilities, and members from ethnic minority groups.

Going concern

After making enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future.

Structure, governance and management

The trustees, who are also the directors of the charitable company, present their annual report and the financial statements for the year ended 31 March 2023.

The Charity is commonly known as OutdoorLads and is also registered as a limited company, under the name OutdoorLads Ltd.

The Board of Trustees is mostly drawn from the membership. The Articles of Association do allow for the appointment of external independent Trustees, and currently Emma Green is an external trustee. The board of trustees reports to the Annual General Meeting of OutdoorLads. In line with our Articles of Association, all Trustees are unpaid volunteers.

The Board has overall responsibility for the work of OutdoorLads, in particular, setting strategy, direction, and targets. The Board of Trustees delegates day-to-day management of the organisation to three staff. Events are managed by appointed volunteer leaders. Leaders are managed on a regional basis by Regional Coordinators, appointed by the Board of Trustees.

Governing Document

The Charity, which is also a company limited by guarantee, is governed by its Memorandum and Articles of Association as amended 21 September 2019.

Appointment of Directors and Trustees

The Board of Trustees has seven appointed members at 31 March 2023, of these, three are office bearers; Chair, Vice-Chair, and Treasurer.

Two trustees were co-opted to the board after 31 March 2023 following a robust recruitment process for the roles of Chair and Treasurer, and both are pending full election by the membership at the September 2023 AGM. These two roles are uncontested, and the board recommends that the membership elect Rob Mitchell and Jake Higgins to the roles of Chair and Treasurer respectively.

The Company Secretary is a member of staff. Trustee appointments are for a term of three years. Co-opted Board members are subject to ratification by the membership at the following AGM to the co-option.

If required, Trustees receive external training in accordance with guidelines set down by the National Council for Voluntary Organisations.

OutdoorLads Ltd

Trustees' Report

Risk management

The Board have identified the major risks, both financial and other, facing the charity and have taken the appropriate action to mitigate those risks.

Related party transactions

Details of related party transactions are set out in note 19 to the financial statements. The Trustees participate in the activities of OutdoorLads on the same terms and conditions as other members.

Declarations of Conflict of Interest

The Board maintains its legal duty in managing conflicts of interest. These Conflicts are recorded in the organisational risk register and regularly reviewed. The Board maintains one 'active' conflict of interest through Connected Individuals of Trustees: Steven Allan and maintained one previous 'active' conflict of interest through Connected Individuals of Trustees: Dan Barcroft up until 21st September 2022.

A further previous 'active' conflict of interest is maintained though Connected Individuals: Steven Allan and Danny Ballantyne.

Financial review

Net income before depreciation and amortisation was £40,076 for the FYE 3/23 (£62,563 for FYE 3/22). This was a slight reduction over the previous year with the biggest contributors being 1) the events programme 2) extremely high website cost of £55,584 (£840 for FYE 3/22). Other positive contributing factors included membership fees of £108,685 (£80,299 for FYE 3/22) and donations of £12,472 (£16,698 for FYE 3/22), Net profit after depreciation and amortisation was £23,504 (£152,969 for FYE 3/22).

Policy on reserves

The trustees have examined the requirement for free reserves i.e. those general funds not invested in tangible fixed assets, designated for specific purposes or otherwise committed. The trustees consider that, given the nature of the charitable company's work, the level of free reserves should be £95,000-£135,000. The trustees decided the charity only needs £35,000-£55,000 for external risks and to hold reserves of £60,000 to £80,000 for future investments.

At 31 March 2023 free reserves stood at £225,469 which is £90,469 higher than the target reserves.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 23 September 2023 and signed on its behalf by:



Michael Joseph Payne
Trustee

OutdoorLads Ltd

Statement of Trustees' Responsibilities

The trustees (who are also the directors of OutdoorLads Ltd for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on 23 September 2023 and signed on its behalf by:



Michael Joseph Payne
Trustee

OutdoorLads Ltd

Independent Examiner's Report to the trustees of OutdoorLads Ltd

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2023 which are set out on pages 13 to 27.

Respective responsibilities of trustees and examiner

As the charity's trustees of OutdoorLads Ltd (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of OutdoorLads Ltd are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since OutdoorLads Ltd's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of OutdoorLads Ltd as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.


Helen Binns FCA
Chartered Accountants

One Express
1 George Leigh St
Ancoats
Manchester
M4 5DL

Date: 23/09/2023

OutdoorLads Ltd

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations	3	12,472	-	12,472	16,698
Charitable activities	4	343,526	-	343,526	226,439
Investment income	6	4,965	-	4,965	626
Other income	5	-	-	-	118,136
Total income		360,963	-	360,963	361,899
Expenditure on:					
Charitable activities	7	(337,459)	-	(337,459)	(208,930)
Total expenditure		(337,459)	-	(337,459)	(208,930)
Net income		23,504	-	23,504	152,969
Net movement in funds		23,504	-	23,504	152,969
Reconciliation of funds					
Total funds brought forward		254,553	10,292	264,845	111,876
Total funds carried forward	17	278,057	10,292	288,349	264,845

The notes on pages 16 to 27 form an integral part of these financial statements.

OutdoorLads Ltd

(Registration number: 06589498)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Intangible assets	11	47,588	63,311
Tangible assets	12	4,999	787
		<u>52,587</u>	<u>64,098</u>
Current assets			
Stocks	13	1,647	2,866
Debtors	14	52,386	49,352
Cash at bank and in hand	15	329,265	298,137
		<u>383,298</u>	<u>350,355</u>
Creditors: Amounts falling due within one year	16	<u>(147,536)</u>	<u>(149,608)</u>
Net current assets		<u>235,762</u>	<u>200,747</u>
Net assets		<u>288,349</u>	<u>264,845</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		10,292	10,292
Unrestricted income funds			
Unrestricted funds		<u>278,057</u>	<u>254,553</u>
Total funds	17	<u>288,349</u>	<u>264,845</u>

For the financial year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The notes on pages 16 to 27 form an integral part of these financial statements.

OutdoorLads Ltd

(Registration number: 06589498)
Balance Sheet as at 31 March 2023

The financial statements on pages 13 to 27 were approved by the trustees, and authorised for issue on 23 September 2023 and signed on their behalf by

A handwritten signature in black ink, appearing to read 'M. Payne', written in a cursive style.

Michael Joseph Payne
Trustee

The notes on pages 16 to 27 form an integral part of these financial statements.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Charity status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Suite 440
Royal Exchange
Manchester
M2 7EP

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

OutdoorLads Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

2 Accounting policies (continued)

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

2 Accounting policies (continued)

Intangible assets

Intangible assets costing £300 or more are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website	Over 7 years (from date new site goes live) straight line
Software licences	33.3% straight line

Tangible fixed assets

Individual fixed assets costing £300 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures & fittings	over 7 years straight line
Computer equipment	over 3 years straight line

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO).

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

2 Accounting policies (continued)

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

3 Income from donations

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Donations received	11,332	11,332	15,798
Grants received	1,140	1,140	900
	12,472	12,472	16,698

4 Income from charitable activities

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Income from events	187,883	187,883	134,630
Membership income	108,685	108,685	80,299
Bar income	46,684	46,684	11,201
Commission received	274	274	309
	343,526	343,526	226,439

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

5 Other income

	Total 2023 £	Total 2022 £
Furlough claim	-	11,321
HMRC refund	-	106,815
	-	<u>118,136</u>

6 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable	4,965	4,965	626

7 Expenditure on charitable activities

	Note	Unrestricted funds General £	Total 2023 £	Total 2022 £
Direct costs		142,794	142,794	90,181
Allocated support costs	8	194,665	194,665	118,749
		<u>337,459</u>	<u>337,459</u>	<u>208,930</u>

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Direct costs			
Accommodation	69,193	69,193	59,415
Travel	4,264	4,264	4,337
Food, drink & other	70,240	70,240	26,429
	<u>143,697</u>	<u>143,697</u>	<u>90,181</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

8 Analysis of governance and support costs

Support costs allocated to charitable activities

	Support costs £	Total 2023 £	Total 2022 £
Amortisation charge	15,723	15,723	15,723
Depreciation charge	850	850	686
Staff costs	81,754	81,754	66,156
Other staff costs	5,562	5,562	6,903
Premises costs	5,630	5,630	5,338
Insurance	5,225	5,225	6,290
Travel	4,203	4,203	1,872
Non Reclaimed VAT	15,870	15,870	-
Print, postage, stationery and advertising	2,099	2,099	1,992
Software & memberships	2,699	2,699	3,882
Sundry	2,066	2,066	175
IT & software costs	43,444	43,444	840
Legal & professional fees	285	285	3,548
Board meetings & AGM costs	955	955	1,238
	<u>186,365</u>	<u>186,365</u>	<u>114,643</u>

Independent examiner fees

Examination of the financial statements

Other Non-audit services

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

9 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	70,238	62,495
Social security costs	6,705	1,116
Pension costs	4,811	2,545
	<u>81,754</u>	<u>66,156</u>

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023 No	2022 No
Administration staff	<u>3</u>	<u>3</u>

No employee received emoluments of more than £60,000 during the year.

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year. Expenses totalling £7,873 (2022: £6,901) were paid to nine trustees.

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

11 Intangible fixed assets

	Website £	Total £
Cost		
At 1 April 2022	110,061	110,061
At 31 March 2023	110,061	110,061
Amortisation		
At 1 April 2022	46,750	46,750
Charge for the year	15,723	15,723
At 31 March 2023	62,473	62,473
Net book value		
At 31 March 2023	47,588	47,588
At 31 March 2022	63,311	63,311

12 Tangible fixed assets

	Furniture and equipment £	Computer Equipment £	Total £
Cost			
At 1 April 2022	3,428	13,810	17,238
Additions	-	5,061	5,061
At 31 March 2023	3,428	18,871	22,299
Depreciation			
At 1 April 2022	3,400	13,051	16,451
Charge for the year	28	821	849
At 31 March 2023	3,428	13,872	17,300
Net book value			
At 31 March 2023	-	4,999	4,999
At 31 March 2022	28	759	787

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

13 Stock

	2023 £	2022 £
Stocks	1,647	2,866

14 Debtors

	2023 £	2022 £
Trade debtors	6,824	5,936
Other debtors	554	2,563
Taxation and social security	8,056	4,951
Prepayments	36,952	35,902
	<u>52,386</u>	<u>49,352</u>

15 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	329,265	298,137

16 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	36,566	21,527
Other creditors	9,003	1,303
Accruals	4,040	4,033
Deferred income	97,927	122,745
	<u>147,536</u>	<u>149,608</u>
	2023 £	2022 £
Deferred income at 1 April 2022	122,745	84,312
Resources deferred in the period	97,927	122,745
Amounts released from previous periods	<u>(122,745)</u>	<u>(84,312)</u>
Deferred income at year end	<u>97,927</u>	<u>122,745</u>

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

17 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
General	254,553	360,963	(337,459)	278,057
Restricted funds	10,292	-	-	10,292
Total funds	264,845	360,963	(337,459)	288,349
	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
Unrestricted funds				
General	101,584	361,899	(208,930)	254,553
Restricted funds	10,292	-	-	10,292
Total funds	111,876	361,899	(208,930)	264,845

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

17 Funds (continued)

The restricted funds carried forward comprise income and expenditure in relation to the OutdoorLads Foundation formed at the charity's AGM in 2015. The Foundation has two main purposes:

a) Financial Assistance for Members where we offer financial support for current Members who are experiencing financial hardship or difficult life circumstances. This support could be paying the event fee for a hostel weekend or providing a contribution towards travel costs.

b) Work with other charities where we look to generate and explore relationships with others LGBT charities around the UK. The aim is to support individuals to come to OutdoorLads events and enjoy the community and positive wellbeing so many of our current members experience.

18 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Intangible fixed assets	47,588	-	47,588
Tangible fixed assets	4,999	-	4,999
Current assets	373,006	10,292	383,298
Current liabilities	(147,536)	-	(147,536)
Total net assets	278,057	10,292	288,349
	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2022 £
Intangible fixed assets	63,311	-	63,311
Tangible fixed assets	787	-	787
Current assets	340,063	10,292	350,355
Current liabilities	(149,608)	-	(149,608)
Total net assets	254,553	10,292	264,845

OutdoorLads Ltd

Notes to the Financial Statements for the Year Ended 31 March 2023

19 Related party transactions

The charity has contracted services from Linten Technologies Ltd and Prompt PC Limited. These companies are providing domain renewal and server hosting services. Steven Allan, a trustee, is also a director in these companies.

In March 2022 Danny Ballantyne, a trustee, became an employee of Linten Technologies Limited. He resigned as a trustee on 26 September 2022.

During the year the value of services and goods purchased from Linten Technologies Ltd was £2,513 (2022: £9,444 / 2021: £10,138) and the value of goods and services purchased from Prompt PC Ltd was £8,114 (2022: NIL). The amount outstanding at the balance sheet date was £Nil (2022: NIL).

Steven Allen and Danny Ballantyne do not have any role in the Board's decision to use Linten Technologies Ltd or Prompt PC Ltd. Additionally, OutdoorLads Ltd carries out regular market testing to ensure that the services are being provided at a competitive market rate.

The trustees participate in the events provided by OutdoorLads Ltd on the same terms and conditions as all other members.

Those trustees who are also event leaders may claim expenses on the same basis as other leaders. Any amounts claimed are in addition to the trustees' expenses shown in note I0.

OUTDOORLADS LIMITED

England & Wales - Charity number 1133121

Accounts



OutdoorLads Ltd

Company Limited by Guarantee

**Unaudited Financial Statements
For the Year Ended 31 March 2022**

**Registration Number: 06589498
Charity Registration Number: 1133121**

OutdoorLads Ltd
Company Limited by Guarantee
Financial Statements
Year Ended 31 March 2022

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The following pages do not form part of the statutory accounts

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OutdoorLads Ltd
Company Limited by Guarantee
Company Information
For the year ended 31 March 2022

Trustees

Steven Allan
 Daniel Barcroft (resigned 20 September 2021)
 Danny McKeown -Henshall - Vice Chairman
 Niels Pedersen (appointed 20 September 2021)
 Neil Sharp (resigned 20 September 2021)
 Matt Tennant - Chairman
 Simon Francis William Hawthorn
 Michael Joseph Payne (appointed 20 September 2021)
 Danny Ballantyne
 Fergus James Brunning
 Edward Alexander Youngman (resigned 4 May 2021)
 Gavin John Bridge
 David Anthony Banks (appointed 20 September 2021)
 Richard Overton (Co-opted Board Member elected 29 November 2021)
 Emma Green (Co-opted Board Member elected 29 November 2021)

Company Secretary Liam Russell

Registered Office	Accountants	Bankers	
Suite 440	Beever and	Virgin Money	Charities Aid
Royal Exchange	Struthers	48 - 50 Market Street	Foundation Bank
Manchester	Chartered	Manchester	(Account closed 27 April
M2 7EP	Accountants	M1 1PW	2021)
	St George's House		25 Kings Hill Avenue
	215-219 Chester	Nationwide Building	Kings Hill
	Road	Society	West Malling
	Manchester	Kings Park Road,	ME19 4JQ
	M15 4JE	Moulton Park	
		Northampton	
		NN3 6NW	
		Monmouthshire	Aldermore Bank Plc
		Building Society	1 st Floor, Block B,
		Monmouthshire House,	Western House
		John Frost Square	Lynch Wood
		Newport	Peterborough
		South Wales	PE2 6FZ
		NP20 1PX	
	Independent		
	Examiner		
	Adam Thom FCA		

OutdoorLads Ltd
Company Limited by Guarantee
Introduction from Chairman
For the year ended 31 March 2022

OutdoorLads, like the rest of the outdoors sector, is now finding our feet after an unprecedented period of being in lockdown. As the UK comes out of the pandemic and looks to the future, OutdoorLads has spent the last 12 months restarting our full event programme and re-engaging with our members.

The AGM and this annual report is our chance to reflect on how OutdoorLads has performed over the last 12 months; what have we achieved, what the challenges facing the charity are, and what the opportunities for us looking to the future are. The Spring of 2021 marked OutdoorLads re-establishing our event programme, building from day events to camping, to hostel events and eventually the Big Events Programme.

I will begin the 2021-22 annual report with my reflections on how OutdoorLads restarted our event programme after the impact of the COVID-19 global pandemic.

In February of 2021, the board set out three aims for the charity in 2021 and into 2022: Re-establish the event programme, re-engagement with our members and run income-generating BIG Events. Throughout the early Spring, we mobilised leaders to start the planning of our day walk programme, with the aim of running 200-day walks and cycles between April and July. In May, we were able to begin reintroducing camps into the programme. In July, many climbing walls started opening their doors again which allowed us to re-start the climbing programme.

Restarting our paid events programme in 2021 came with some risk. There were several unknown aspects the charity had to contend with; would the UK go back into lockdown as numbers rose over the summer? Would our hostel and BIG Event providers be willing to take us back? Would our members want to come back to OutdoorLads events? These were all risks that the Trustees considered in the Spring of 2021; however, it was balanced against the risk of being overcautious and potentially being in a situation where we waited until the last minute to plan and deliver an event programme. Thankfully, both combination of well-thought-out internal planning and proportionate risk management, alongside external guidelines, allowed OutdoorLads to run our 15th Birthday Event, BIG Summer Camp, an Autumn of full hostel activity, and a successful Christmas Big Event Programme.

I will need to give a special mention to the staff team of OutdoorLads who have worked unbelievably hard to keep the charity going behind the scenes. Though the OutdoorLads event programme restarted from the Spring of 2021 the staff team remained, to an extent, on the furlough scheme until the October of that year. Their hard work and constant professionalism in restablising the OutdoorLads event programme should be commended.

2021 also marked a significant moment regarding our long-standing project to apply for VAT exempt status. In the late Spring of 2021, we successfully achieved a VAT refund of £106,000. This money helps establish a solid foundation of allowing the charity to meet our reserves target, alongside investing in website improvements, leader training and equipment put on hold since the pandemic started.

In January of 2022, the Trustee's met to consider the OutdoorLads strategy for the next five years. The pandemic and the restarting of the OutdoorLads programme presented an opportunity to consider what we think the future of the charity should be and how do we work towards that. In the early summer of this year, the draft strategy is being launched for consultation ahead of the AGM in September.

The AGM in 2022, where these accounts will be presented, marks the conclusion of my term as OutdoorLads Chair and as a Trustee. This September will mark nine years since I joined the OutdoorLads Trustee Board and three years of being Chair. Since 2013, I have seen OutdoorLads change as an organisation for the better; we are more financially stable, we are run more effectively and we are a stronger organisation than when I joined. We have a solid core product: *we run amazing outdoor activities for our members, led by our members*. Though we have these strong foundations, I also believe now is the time to innovate and evolve the charity to ensure OutdoorLads remains relevant to the next generation that wish to have the freedom to be themselves in the outdoors.

I would like to give my final thanks for the continued dedication of our members, volunteers, staff and supporters who continue to keep OutdoorLads going. Your support and passion for the charity continues to amaze me and I look forward to seeing what the future holds.



Best
Matt Tennant
Chairman

**OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022**

The trustees, who are also the directors of the charitable company, present their annual report and the financial statements for the year ended 31 March 2022.

The Charity is commonly known as OutdoorLads.

Structure Governance and Management

The Board of Trustees is mostly drawn from the membership and reports to the Annual General Meeting of OutdoorLads. In line with our Articles of Association, all Trustees are unpaid volunteers.

The Board has overall responsibility for the work of OutdoorLads, in particular, setting strategy, direction, and targets. The Board of Trustees delegates day-to-day management of the organisation to three staff. Events are managed by appointed volunteer leaders. Leaders are managed on a regional basis by Regional Coordinators, appointed by the Board of Trustees.

Governing Document

The Charity, which is also a company limited by guarantee, is governed by its Memorandum and Articles of Association as amended 21 September 2019.

Appointment of Directors and Trustees

The Board of Trustees has ten appointed members at 31 March 2022, of these, three are office bearers; Chair, Vice-Chair, and Treasurer. A further two are co-opted to the board pending full election at the September 2022 AGM. The Company Secretary is a member of staff. Trustee appointments are for a term of three years. Co-opted Board members are subject to ratification by the membership at the following AGM to the co-option.

If required, Trustees receive external training in accordance with guidelines set down by the National Council for Voluntary Organisations.

Risk management

The Board have identified the major risks, both financial and other, facing the charity and have taken the appropriate action to mitigate those risks.

Related party transactions

Details of related party transactions are set out in note 20 to the financial statements. The Trustees participate in the activities of OutdoorLads on the same terms and conditions as other members.

Declarations of Conflict of Interest

The Board maintains its legal duty in managing conflicts of interest. These Conflicts are recorded in the organisational risk register and regularly reviewed. The Board maintains one 'active' conflict of interest through Connected Individuals of Trustees: Steven Allan, and maintained one previous 'active' conflict of interest through Connected Individuals of Trustees: Dan Barcroft up until 21st September 2022.

A further 'active' conflict of interest is maintained through Connected Individuals: Steven Allan and Danny Ballantyne.

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Objectives and Activities

The charity's objectives are:

"To promote for the benefit of the inhabitants of the UK, in particular but not exclusively, gay, bisexual, transsexual and transgender communities, without distinction of sex, sexual orientation, race, political, religious or other opinions, by associating together the residents of the area of benefit, the local and the public authorities, voluntary and other organisations in a common effort to provide facilities in the interests of social welfare for recreation and leisure-time occupation with the object of improving the conditions of life for the said inhabitants.

To promote equality and diversity and to eliminate discrimination in relation to gay, bisexual, transsexual, and transgender persons by advancing education and raising awareness of issues affecting said persons."

The Mission of OutdoorLads:

To get more Gay, Bi and Trans men into the Outdoor

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Our Events

Activities to end March 2022

A key objective of the charity in 2021-22 was restarting our event programme following the pandemic lockdown. Considerable effort from our volunteer leaders, regional coordinators and organisers and staff team was involved in the planning and deliver.

Key highlights include:

- In April 2021, OutdoorLads restarted the day event programme, primarily consisting of day walks and cycle events, delivering 200 events over the next few months
- In May of 2021 OutdoorLads commenced camping events followed by hostels in the early summer.
- Indoor climbing events started from July onwards
- OutdoorLads ran its first BIG Event in over 2 years, starting with the 15th Birthday event in the Peak District and BIG Summer Camp at Worthing RFC
- In the autumn of 2021, the majority of our hostel events that has been postponed in 2020 and early 2021 took place.
- OutdoorLads ran a packed programme of hostel activities from September to December
- We ran a successful Christmas programme of events, with the only cancellation being Hogmanay due to Scottish regulations at the time
- Planning for Big Spring Camp on the Jubilee weekend in early June

Detailed Review

The charity ran 1,353 events during the year with 1,986 members attending 13,057 event spaces. While climbing & social events were impacted by Covid restrictions for much of the year, day walk activity exceeded pre-covid levels and the number of members attending events overall was only down 12% on pre-covid levels.

Walking event capacity remains artificially constrained by late cancellations, though this has improved through automated re-advertising of events with last minute spaces. On average, walks ran at 59% capacity on the day (up 11% on pre-covid) yet were overbooked by 48% prior to the event (up 5% on pre-covid).

The table below provides the number of events, event places attended and members attending for each primary activity, together with a comparison of this years' figures against the covid & pre-covid periods.

- We ran, a successful Christmas program of events, with the only cancellation being Hogmanay due to Scottish regulations at the time.
- Planning for Big Spring Camp on the Jubilee weekend in early June.

OutdoorLads Ltd
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For the year ended 31 March 2022

The table below provides the number of events, event places attended and members attending for each primary activity, together with a comparison of this years' figures against the covid & pre-covid periods.

The numbers in **Green** below, show the *total difference* more in 2022.

The numbers **Red** below, show the *total difference* less in 2022,

Primary Activity	Year ending March 2022			2022 Performance Against YE March 2021			2022 Performance Against YE March 2020		
	Event s	Places	Members	Events	Places	Members	Events	Places	Members
Big and Multi Activity	3	479	428	↑ 3	↑ 479	↑ 428	↓ 4	↓ 535	↓ 359
Cycling	93	469	149	↑ 72	↑ 368	↑ 110	↓ 11	↓ 117	↑ 10
Hostel and Camping	83	1,530	618	↑ 79	↑ 1,464	↑ 553	↓ 7	↑ 66	↓ 75
Indoor Climbing	336	2,038	309	↑ 330	↑ 2,020	↑ 303	↓ 97	↓ 1,157	↓ 109
Non UK & Snowsports	7	110	98	↑ 5	↑ 102	↑ 90	↑ 2	↑ 1	↓ 16
Online	174	1,241	284	↓ 391	↓ 4,739	↓ 393	↑ 158	↑ 1,100	↑ 188
Outdoor Climbing	17	74	30	↑ 17	↑ 74	↑ 30	↓ 9	↓ 66	↓ 18
Social and Team	105	1,685	834	↑ 101	↑ 1,634	↑ 793	↓ 93	↓ 817	↓ 213
Walking and Running	534	5,415	1,293	↑ 345	↑ 4,067	↑ 786	↑ 103	↑ 865	↑ 53
Watersports	1	16	16	↑ 1	↑ 16	↑ 16	↓ 21	↓ 141	↓ 90
Total	1,353	13,057	1,986	↑ 562	↑ 5,485	↑ 1,069	↑ 21	↓ 801	↓ 266

From a regional perspective, the South East was significantly impacted by the later restart of indoor climbing and social events, with both the South East & North East hosting significantly fewer overnight events which would usually bring members in from other regions. North Wales' figures reflect the postponement of Big Spring Camp.

Activity Region	Year ending March 2022			2022 Performance Against YE March 2021			2022 Performance Against YE March 2020		
	Events	Places	Members	Events	Places	Members	Events	Places	Members
England - Central	116	1,138	497	↑ 81	↑ 890	↑ 359	↑ 2	↓ 210	↓ 17
England - North East	83	888	286	↑ 54	↑ 698	↑ 182	↓ 12	↓ 34	↓ 110
England - North West	324	3,471	766	↑ 291	↑ 3,248	↑ 652	↑ 25	↓ 71	↑ 3
England - South East	345	3,533	850	↑ 280	↑ 2,937	↑ 614	↓ 133	↓ 1,023	↓ 198
England - South West	110	1,134	401	↑ 76	↑ 899	↑ 311	↓ 5	↑ 4	↑ 4
Scotland	70	515	161	↑ 53	↑ 434	↑ 129	↓ 16	↓ 84	↑ 7
Wales - North	39	344	198	↑ 38	↑ 337	↑ 190	↑ 1	↓ 479	↓ 424
Wales - South	82	622	207	↑ 59	↑ 478	↑ 122	↑ 1	↓ 11	↓ 59
Outside UK	4	136	87	↑ 2	↑ 128	↑ 79	↓ 6	↓ 28	↓ 34

Online	180	1,276	306	↓ 372	↓ 4,564	↓ 365	↑ 164	↑ 1,135	↑ 214
Total	1,353	13,057	1,986	↑ 562	↑ 5,485	↑ 1,069	↑ 21	↓ 801	↓ 266

OutdoorLads Ltd
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Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Looking Forward to 2022/2023 for our events:

- BIG Spring Camp is back on the calendar after three years away – a welcome return to Snowdonia!
- A new BIG event, the BIG Peak Weekender is planned for July, followed by BIG Spring Camp in August.
- We have an active hostel and camping programme, slightly more cautious for 2022 but which we are looking to expand upon for 2023.
- BIG Halloween is also making a return for 2022, in a new location.

Our Volunteers

Volunteers

Volunteers continue to make an invaluable contribution towards the life and work of OutdoorLads and support a wide range of activities behind the scenes, as well as face-to-face with members. Volunteers still run all OutdoorLads activities apart from some specialist sports where OutdoorLads does not have the required equipment/insurance/in-house trained expertise to run the event.

The number of volunteers in the year was 324, an increase from 294. From our bank of leaders, 57% (184) were active in leading an event. This figure is in line with pre-pandemic engagement. Recruiting and retaining leaders is crucial to the group's success and numbers continue to grow, with one Trustee specifically responsible for supporting our volunteers.

Summary of key activity:

In the autumn of 2020, OutdoorLads changed our third-party liability cover provider to Activities Industry Mutual. In the Spring of 2021, prior to the re-launch of our event programme, the organisation had to ensure that the new arrangements for leading events were in place. This included

- Launch of a new Volunteer Agreement that leaders needed have signed prior to leading
- Updated risk assessments for all event types
- New leader sign-off process based on a 'log book' of experience alongside assessment
- For certain events such as mountain walks, climbing and road cycling that have a NGB qualification, leader applications need to be reviewed by a peer who holds such a qualification

We extend our thanks to Nick Reid who continues to serve as the technical advisor to the board on such matters

New Leaders, Training and Development

Despite OutdoorLads activity programme being limited from March 2021 to March 2022, we received 90 new leader applications. 74 new leader applications were even approved.

From March 2021 to March 2022 OutdoorLads ran various leader training and development activity.

OutdoorLads Ltd
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Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Looking forward to 2022 and 2023 for our leaders:

- Launch a replacement to the Leader Credits scheme, introducing expenses for day event leaders
- We will continue to adopt a leader and member centric approach to training requirements and upskilling opportunities within the organisation
- We will continue building strategic training partners to ensure our leaders are provided with the best opportunities to upskill and train
- Subject to financial forecasting - agree an annual leader training spend and continue to seek further funding opportunities to support upskilling
- Provide relevant and recommended first aid training for leaders which is part of our new liability cover requirements
- We will invest in putting a number of cycling leaders through NGB qualifications so that OutdoorLads can run cycling through our own insurance arrangements. Currently cycling is being dealt with through our membership of Cycling UK

Our Members

Paid Members:	1,497 (↑219)	Pay As You Go:	8,310
	Full: 1,381(↑169)	Active:	1,013 (↑413)
	Concession: 116(↑ 50)	Inactive - new signup:	1,332 (↑ 593)
		Inactive - dormant:	5,965

- With the restarting of our events programme, OutdoorLads membership has seen a recovery close to pre-pandemic levels
- Attendance at Prides during 2021-22 was mixed due to some events cancelled due to ongoing pandemic concerns
- We have changed the reporting of our PAYG members to identify members who sign up and are active and those who are not active. Though we have seen an increase in active PAYG members, we have also seen a big increase in members signing up but not choosing to attend an event

Having surveyed its members in July 2022, once again, the charity is able to demonstrate its success: <i>Percentage of Full Members who agree with the following statement:</i>	July 2022	July 2021	August 2020
I feel more energised and positive after an OutdoorLads event.	79%	78%	88%
I have made new friends through OutdoorLads	79%	70%	83%
OutdoorLads provides positive role models for gay men.	70%	75%	74%
I am proud to be a member of OutdoorLads.	75%	72%	79%
I feel more part of a community.	72%	66%	73%
I feel less isolated.	67%	63%	65%

I have enjoyed 'giving something back' to the group.	55%	48%	57%
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OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Looking forward to 2022/2023 for our members:

- The Board will continue to develop strategies to recruit new members and retain members to the organisation
- In 2022-23 we will look to have a renewed presence at various Prides around the UK.
- We will continue to engage with our wider membership in consultations on what the next phases OutdoorLads 2022-2025 Strategy OutdoorLads is a volunteer lead organisation and a membership charity. The boards wants to ensure that members are at the heart of strategy, both in terms of understanding is this the direction they want to see, to helping us deliver the outcomes and projects.
- We will continue to seek input on how OutdoorLads can work to remove barriers to engagement in outdoor pursuits from our members from different socio-economic backgrounds, members with disabilities, and members from ethnic minority groups.

Actions Update from 2021 AGM:

Organisation Strategy Development

After the AGM in 2021, the Board approved an approach to develop our organisation strategy for the next 5 years. We began this process by reviewing the comments provided by the members from previous years annual members survey alongside ran several listening sessions with members. In the early January 2022 the board spent a weekend discussing what the future of the charity should be.

The development of a strategy is a key governance aspect of the Trustee Board. From refreshing our Values to developing the Mission and Vision of the charity, the Trustee's have been able to highlight the key focus areas that we believe are important to the success of OutdoorLads. From these key areas, we are developing projects and outcomes which form part of the business plan which the board then deliver and monitor progress against.

The Strategy was launched for consultation with the members in late June 2022. The final version will be presented at the AGM, where we are asking members for an endorsement of support for the new Mission of the Charity.

Operations Sub-Committee

The Operations Sub-Committee is a formal sub-committee of the Board of Trustees. The Operations Sub-Group discusses policies and/or operational matters regarding the charity. During the period of March 2021-2022, the Sub-Group discussed the following business: The revised reserves policy of the charity, implementation of a new safeguarding policy, and the procurement of a new supplier of our website support and maintenance services.

At the start of January 2022, OutdoorLads embarked on a procurement of a new website provider. In 2021, our previous web provider Microserve was acquired by another company Investis. During the Autumn of 2021, in conversation with Investis both parties determined that their services were no longer suitable for OutdoorLads needs. We are pleased to announce the appointment of a new supplier, Adapative, alongside recouping unspent costs from Investis. We give our thanks to Richard Reid for volunteering his time to helping in supporting OutdoorLads with the procurement project.

Communications and Marketing Sub-Committee

The Communications and Marketing volunteer sub-committee continues to advise the trustees and staff team on all issues relating to marketing strategies, PR, and GDPR and focuses on three recurring objectives: membership retention, recruitment, and re-engagement of lapsed members.

A key objective has been to consolidate and refine the SEO of the OutdoorLads primary website. A series of supporting 'event-based' Google landing pages were developed, further improving engagement and strengthening our google rating ranking for both the primary website and the secondary landing pages.

OutdoorLads Ltd Company Limited by Guarantee Trustees' Annual Report (Incorporating the Directors' Report) For the year ended 31 March 2022

In March 2022, a sponsored partnership with The North Face (TNF) commenced. This involved key comms team members' expertise in promoting and marketing a PRIDE Hike campaign, which ran throughout June. This large-scale project involved a series of photoshoots in Snowdonia, Manchester and London and was supported by an extensive social comms and PR campaign.

Financial Review 2021 - 2022

Overview

For the second year in a row, OutdoorLads was heavily impacted by the Covid-19 pandemic. So, financially, the year to 31st March 2022 ("FYE 3/22") was unusual and is therefore not a good indicator of future performance.

Performance

Net income before depreciation and amortisation and before the VAT refund of £106,815 was £62,563 for the FYE 3/22 (£10,181 for FYE 3/21). This was a material improvement over the previous year with the biggest contributors being 1) the events programme which, although not running at a normal level, was still significant and 2) extremely low website cost of £840 (£29,326 for FYE 3/21). Other positive contributing factors included membership fees of £80,299 (£64,206 for FYE 3/21), donations of £16,698 (£14,243 for FYE 3/21), furlough of £11,321 (£24,279 for FYE 3/21) and unusually high cancellation fees.

Net profit after depreciation and amortisation and after adding the VAT refund was £152,969 (loss of £7,018 for FYE 3/21).

Reserves and Reserves Policy

About two years after putting in the initial claim, OutdoorLads received a VAT refund of £106,815 in May 2021. Prior to this refund, the charity had limited free reserves of £22,209 as of 31st March 2021 versus the then policy of £70,000. However, as of 31st March 2022, the position had substantially improved with free reserves of £190,455.

During the FYE 3/22, OutdoorLads adopted a new reserves policy. We now target free reserves of £95,000-£135,000. This is a substantial increase over the previous policy which was based 6 months of no income. The pandemic showed that members are very loyal and that, while membership income may reduce when no events are taking place, it does not go to zero. The trustees therefore decided the charity only needs £35,000-£55,000 for external risks. The trustees also identified our website as an area of

vulnerability and therefore decided to hold reserves of £60,000 to £80,000 for future investments. The website reserves are deliberately not held as designated funds due to significant uncertainty regarding the timing, nature and scale of any future investments. The website will require a limited midlife upgrade during FYE 3/23 and current free reserves means this is already fully funded.

Looking Forward

The charity's financial position is much improved following the VAT refund. Furthermore, FYE 3/23 is likely to see a near-normal events programme with the potential for improved income from events. On the other hand, inflation is high, membership numbers are remain static, and furlough has ended. Our new website contract will see IT costs materially increase from abnormally low levels.

Considering these contradictorily forces, the trustees are currently undertaking a detailed business review with the aim of ensuring the long-term success of the charity. This forms as integral part of the tactical phase of the ongoing strategy work.

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Public Benefit

In setting our objectives, carrying out our activities for the year and looking further ahead, the Board have considered the Charity Commission's guidance on public benefit, including guidance on public benefit and fee-charging. The Charity relies on income from fees and charges to cover its operating costs. In setting the level of fees, charges, and concessions, the Board give careful consideration to the accessibility of those on low incomes.

On top of the health and wellbeing benefit of the charity's events our pricing structure, including Concession Membership, is designed to make the events affordable to as wide a range of participants as possible. In addition, the OutdoorLads Foundation provides financial support to those who may still be unable to afford membership or participation in our paid events. Due to the pandemic and the loss of our events programme, the Foundation did not provide financial support to any individuals during the financial year.

Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Independent Examiner

Adam Thom has been re-appointed as independent examiner for the ensuing year.

Approved by the Board and signed on its behalf by:

Matthew Tennant
Chair of the Board of Trustees

Date:

OutdoorLads Ltd
Company Limited by Guarantee
Independent Examiner's Report to the Trustees of OutdoorLads Ltd
Year ended 31 March 2022

I report to the trustees on my examination of the financial statements of OutdoorLads Limited ("the charity") for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a "true and fair" view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Name: Adam Thom

Relevant professional qualification or body: FCA (ICAEW)

Address: Beever and Struthers
The Beehive Lions Drive
Shadsworth Business Park
Blackburn BB1 2QS

OutdoorLads Ltd
Company Limited by Guarantee
Statement of Financial Activities (including Income and Expenditure Account)
Year ended 31 March 2022

Date:

OutdoorLads Ltd
Company Limited by Guarantee

Statement of Financial Activities (including Income and Expenditure Account)
Year ended 31 March 2022

	Note	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Income from:					
Donations	5	16,698	-	16,698	14,243
Charitable activities:					
Membership and Events Income	6/6a	226,439	-	226,439	93,276
Other Income	6/6a	11,321	-	11,321	24,279
Investment income	7	<u>626</u>	<u>-</u>	<u>626</u>	<u>507</u>
		255,084	-	255,084	132,305
Other income					
HMRC VAT refund		<u>106,815</u>	<u>-</u>	<u>106,815</u>	<u>-</u>
Total income			361,899		
-		361,899	132,305		
Expenditure on:					
Charitable activities		8	(208,930)		-
(208,930)		(139,323)			
Net income/(expenditure) and net movements of funds for the year		11	152,969		-
152,969		(7,018)			
Reconciliation of funds					
Total funds brought forward as previously reported		101,584	10,292	111,876	118,894
Total funds carried forward		<u>254,553</u>	<u>10,292</u>	<u>264,845</u>	<u>111,876</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

OutdoorLads Ltd
Company Limited by Guarantee
Statement of Financial Activities (including Income and Expenditure Account)
Year ended 31 March 2022

The notes on pages 15 to 22 form an integral part of the financial statements.

OutdoorLads Ltd
Company Limited by Guarantee
Statement of Financial Position
Number: 06589498
As at 31 March 2022

		Company	Registration
		2022	2021
	N	£	£
Fixed Assets			
Intangible fixed assets	12	63,311	79,034
Tangible fixed assets	13	<u>787</u>	<u>341</u>
		64,098	79,375
Current Assets			
Stock		2,866	3,398
Debtors	14	49,352	39,697
Cash at bank and in hand		<u>298,137</u>	<u>99,270</u>
		350,355	142,365
Creditors: Amounts falling due within one year	15	<u>(149,608)</u>	<u>(109,864)</u>
Net Current Assets		<u>200,747</u>	<u>32,501</u>
Total assets less current liabilities		<u>264,845</u>	<u>111,876</u>
The funds of the Charity:			
Unrestricted funds	17/1 8	254,553	101,584
Restricted funds	17/1 8	<u>10,292</u>	<u>10,292</u>
Total funds		<u>264,845</u>	<u>111,876</u>

For the year ended 31 March 2022 the charity was entitled to exemption for audit under section 477 of the Companies Act 2016 relating to small companies.

Director's responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the Board and signed on their behalf by:

.....

Matt Tennant - Chairman

Date:

The notes on pages 15 to 22 form an integral part of the financial statements

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

1. Company Information

OutdoorLads Ltd is a private company limited by guarantee, incorporated in England and Wales under the Companies Act. The address of the registered office is given on page 1 of the financial statements. The nature of the Company's operations and its principal activity is the advancement of health through outdoor activities. The Company is a registered charity, registered in England and Wales (registered number 1133121).

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting Policies

The principal accounting policies adopted, significant judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of Accounting

OutdoorLads Ltd meets the definition of a public benefit entity under FRS102. The financial statements have been prepared on the historical cost basis unless otherwise stated in the relevant accounting policy note(s).

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going Concern

The Board are confident that the Charity will remain in a positive cash position for the 12 months following the approval of the financial statements. On this basis, the financial statements have been prepared on a going concern basis.

Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

Income

Membership, events income and donations are included in the Statement of Financial Activities (SOFA) in the period to which they relate. Monies received in

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

advance are deferred and included within creditors until the period to which they relate. Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

3. Accounting Policies *(continued)*

Donated Services and Facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, and conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Investment Income

Investment income is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Intangible Fixed Assets

Intangible assets are initially recorded at cost and are subsequently stated at cost less any accumulated amortisation and impairment losses. Assets costing less than £300 are not capitalised but written off to revenue in the year of acquisition.

Amortisation

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Website - over 7 years (from date new site goes live) straight line

OutdoorLads Ltd
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Notes to the Financial Statements
For the year ended 31 March 2022

Software licences - 33.3% straight line

Tangible Fixed Assets

All fixed assets are initially recorded at cost and subsequently stated at cost less any accumulated depreciation and impairment losses. Assets costing less than £300 are not capitalised but written off to revenue in the year of acquisition.

3. Accounting policies *(continued)*

Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Fixtures & fittings - 15% straight line
Motor vehicles - 25% straight line

Stock

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by Guarantee

The charity is a company limited by guarantee and does not have a share capital. In the event of the charity being wound up, the members are committed to contributing a sum not exceeding £10 each.

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

	Unrestric ted 2022 £	Restrict ed 2022 £	Total 2022 £	Total 2021 £
5. Donations				
Donations received	15,798	-	15,798	6,060
Grants received	<u>900</u>	<u>-</u>	<u>900</u>	<u>8,183</u>
	<u>16,698</u>	<u>-</u>	<u>16,698</u>	<u>14,243</u>
6. Income from Charitable Activities:				
Membership and events				
Membership subscriptions	80,299	-	80,299	64,206
Event activities	134,630	-	134,630	29,250
Other event income	11,201	-	11,201	(313)
Other income	<u>309</u>	<u>-</u>	<u>309</u>	<u>133</u>
	<u>226,439</u>	<u>-</u>	<u>226,439</u>	<u>93,276</u>
6a. Other Income				
Furlough claims	<u>11,321</u>	<u>-</u>	<u>11,321</u>	<u>24,279</u>
7. Investment Income				
All of the charity's investment income arises from money held in interest-bearing bank accounts.				
8. Charitable Activities				
Direct costs:				
Accommodation	59,415	-	59,415	(829)
Travel	4,337	-	4,337	
Food, drink and other costs	26,428	-	26,428	5,556
Online banking charges	2,450	-	2,450	2,814
Support costs:				
Employment costs (Note 9)	66,156	-	66,156	64,611
Training	5,386	-	5,386	1,615
Premises	4,858	-	4,858	4,659
Insurance	6,290	-	6,290	5,044
Office costs	1,429	-	1,429	528
Travel	1,872	-	1,872	60
Marketing and promotion	1,119	-	1,119	790
Website costs	840	-	840	29,326
Management accounts and payroll	2,207	-	2,207	2,680
Other support costs	2,948	-	2,948	963
Independent examination fees	1,900	-	1,900	1,200
Bank charges	35	-	35	446
Sundry	65	-	65	36
Board and AGM costs	1,238	-	1,238	

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Notes to the Financial Statements
For the year ended 31 March 2022

Legal & professional fees	3,548	-	3,548	2,625
Depreciation and amortisation	<u>16,409</u>	<u>-</u>	<u>16,409</u>	<u>17,19</u>
	<u>208,930</u>	<u>-</u>	<u>208,930</u>	<u>139,32</u>

OutdoorLads Ltd
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Notes to the Financial Statements
For the year ended 31 March 2022

9. Staff Costs	2022	2021
	£	£
Salaries and wages	62,495	61,332
Social security costs	1,116	826
Employer pension contributions	<u>2,545</u>	<u>2,453</u>
	<u>66,156</u>	<u>64,611</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil)

The average monthly headcount and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	Number	Number
Administration staff	<u>3</u>	<u>3</u>

10. Trustee remuneration and expenses

The charity trustees, who are also directors in company law and the key management personnel, were not paid or received any other benefits from employment with the charity (2021: Nil). During the year expenses totalling £6,901 (2021: £Nil) were paid to the trustees. No charity trustee received payment for professional or other services supplied to the charity (2021: Nil).

11. Net Income for the Year

This is stated after charging:	2022	2021
	£	£
Depreciation and amortisation	16,409	17,199
Independent examination fees	<u>1,900</u>	<u>1,200</u>

12. Intangible Fixed Assets

	Website	Total
Cost	£	£
As at 1 April 2021 and at 31 March 2022	<u>110,061</u>	<u>110,061</u>
Depreciation		
As at 1 April 2021	31,027	31,027
Charge for the year	15,723	15,723
Depreciation on disposals	-	-
As at 31 March 2022	<u>46,750</u>	<u>46,750</u>
Net Book Value		
As at 31 March 2021	<u>79,034</u>	<u>79,034</u>

As at 31 March 2022

63,311

63,311

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

13. Tangible Fixed Assets

	Fixtures, Fittings & Furniture £	Equipme nt £	Total £
Cost			
As at 1 April 2021	3,428	12,678	16,106
Additions	<u>-</u>	<u>1,132</u>	<u>1,132</u>
As at 31 March 2022	<u>3,428</u>	<u>13,810</u>	<u>17,238</u>
Depreciation			
As at 1 April 2021		12,415	15,765
Charge for the year	<u>50</u>	<u>636</u>	<u>686</u>
As at 31 March 2022	<u>3,400</u>	<u>13,051</u>	<u>16,451</u>
Net Book Value			
As at 31 March 2022	<u>28</u>	<u>759</u>	<u>787</u>
As at 31 March 2021	<u>78</u>	<u>263</u>	<u>341</u>
		202	
		2022	1
		£	£
14. Debtors			
Trade debtors		5,936	5,023
Other debtors		2,563	2,544
Taxation and social security		4,951	749
Prepayments and accrued income		<u>35,902</u>	<u>31,381</u>
		<u>49,352</u>	<u>39,697</u>

Included within prepayments is £Nil (2021 - £3,700) due after more than one year

	2022 £	2021 £
16. Creditors: amounts falling due within one year		
Trade creditors and other creditors	21,527	21,911
Other creditors and accruals	5,336	3,641
Deferred income (Note 17)	<u>122,745</u>	<u>84,312</u>
	<u>149,608</u>	<u>109,864</u>

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

16. Deferred Income

Deferred income comprises income from annual membership subscriptions received in advance and released as the benefits of membership are utilised and income received upfront from members for advance bookings in respect of events held since the year end.

	Members hip £	Events £	Total £
Balance as at 1 April 2021	41,871	42,441	84,312
Amount released to income earned from charitable activities	(41,871)	(42,441)	(84,312)
Amount deferred in year	<u>40,726</u>	<u>82,019</u>	<u>122,745</u>
Balance at 31 March 2022	<u>40,726</u>	<u>82,019</u>	<u>122,745</u>

17. Statements of Funds

	Balance 1 April 2021 £	Incoming Resources £	Resources Expended £	Balance 31 March 2022 £
Unrestricted funds	101,584	361,899	(208,930)	254,553
Restricted funds	10,292	-	-	10,292
Total Funds	<u>111,876</u>	<u>361,899</u>	<u>(208,930)</u>	<u>264,845</u>

The restricted funds carried forward comprise income and expenditure in relation to the OutdoorLads Foundation formed at the charity's AGM in 2015. The Foundation has two main purposes:

- Financial Assistance for Members** where we offer financial support for current Members who are experiencing financial hardship or difficult life circumstances. This support could be paying the event fee for a hostel weekend or providing a contribution towards travel costs.
- Work with other charities where** we look to generate and explore relationships with others LGBT charities around the UK. The aim is to support individuals to come to OutdoorLads events and enjoy the community and positive wellbeing so many of our current members experience.

18. Analysis of Net Assets Between Funds

	Unrestrict ed Funds £	Restrict ed Funds £	Total Funds 2022 £	Total Funds 2021 £
Fixed assets	64,098	-	64,098	79,375
Current assets	340,063	10,292	350,355	142,365
Creditors amounts falling due within one	<u>(149,608)</u>	<u>-</u>	<u>(149,608)</u>	<u>(109,864)</u>

year

Total

254,553

10,292

264,845

111,87
6

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

19. Taxation

The charity is exempt from tax on income and gains falling within Section 505 of the Taxes Act 1988 or Section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

20. Related Party Transactions

The charity has contracted services from Linten Technologies Ltd. This company is providing domain renewal and server hosting services. Steven Allan, a trustee, is also a director in this company. In March 2022 Danny Ballantyne, a trustee, became an employee of Linten Technologies Limited.

During the year the value of services and goods purchased from Linten Technologies Ltd was £9,444 (2021: £10,138). The amount outstanding at the balance sheet date was £Nil (2021: NIL).

Steven Allen and Danny Ballantyne do not have any role in the Board's decision to use Linten Technologies Ltd. Additionally, OutdoorLads Ltd carries out regular market testing to ensure that the services are being provided at a competitive market rate.

The trustees participate in the events provided by OutdoorLads Ltd on the same terms and conditions as all other members.

Those trustees who are also event leaders may claim expenses on the same basis as other leaders. Any amounts claimed are in addition to the trustees' expenses shown in note 10.

The following pages do not form part of the statutory accounts

OutdoorLads Ltd
Company Limited by Guarantee
Detailed Income and Expenditure Account
For the year ended 31 March 2022

	Note	Unrestrict ed 2022 £	Restrict ed 2022 £	Total 2022 £	Total 2021 £
Income					
Membership					
Subscriptions		80,299	-	80,299	64,206
Event activities		134,630	-	134,630	29,250
Other Income		11,510	-	11,510	(180)
Donations		15,798	-	15,798	6,060
Bank Interest receivable		626	-	626	507
Grants received		900	-	900	8,183
Furlough grants		11,321	-	11,321	24,279
HMRC VAT refund		<u>106,815</u>	<u>-</u>	<u>106,815</u>	<u>-</u>
		<u>361,899</u>	<u>-</u>	<u>361,899</u>	<u>132,305</u>
Direct Costs					
Accommodation		(59,415)	-	(59,415)	829
Travel		(4,337)	-	(4,337)	-
Food, drink and other costs		(26,428)	-	(26,428)	(5,556)
Online banking charges		<u>(2,450)</u>	<u>-</u>	<u>(2,450)</u>	<u>(2,814)</u>
		<u>(92,630)</u>	<u>-</u>	<u>92,630</u>	<u>(7,541)</u>
Overheads					
Salary and employers NIC		(66,156)	-	(66,156)	(64,611)
Travel and Accommodation		(1,872)	-	(1,872)	(60)
Training		(5,386)	-	(5,386)	(1,615)
Premises costs		(4,858)	-	(4,858)	(4,659)
Insurance		(6,290)	-	(6,290)	(5,044)
Office costs	A	(1,442)	-	(1,442)	(528)
Other support costs	B	(2,948)	-	(2,948)	(963)
Marketing and promotion		(1,119)	-	(1,119)	(790)
Website costs		(840)	-	(840)	(29,326)
Management accounts and payroll services		(2,207)	-	(2,207)	(2,680)
Independent examination fees		(1,900)	-	(1,900)	(1,200)
Board and AGM costs		(1,238)	-	(1,238)	-
Bank charges		(36)	-	(36)	(446)
Sundry		(64)	-	(64)	(36)
Legal & professional fees		(3,535)	-	(3,535)	(2,625)
Depreciation and amortisation		<u>(16,409)</u>	<u>-</u>	<u>(16,409)</u>	<u>(17,199)</u>

	<u>(116,300)</u>	<u>-</u>	<u>(116,300)</u>	<u>(131,782)</u>
Total Expenditure	<u>(208,930)</u>	<u>-</u>	<u>(208,930)</u>	<u>(139,323)</u>
Net Incoming/ (Outgoing) Resources	<u>152,969</u>	<u>-</u>	<u>152,969</u>	<u>(7,018)</u>

OutdoorLads Ltd
Company Limited by Guarantee
Detailed Income and Expenditure Account
For the year ended 31 March 2022

	2022	2021
	£	£
A. Office Costs		
Printing and stationery	340	55
Postage	534	129
Cleaning an& Internet Services	4	-
Telephone	476	456
Room hire	75	(125)
Companies House	<u>13</u>	<u>13</u>
	<u>1,442</u>	<u>528</u>
B. Other Support Costs		
Subscriptions & Membership	1,432	877
Clothing	<u>1,516</u>	<u>86</u>
	<u>2,948</u>	<u>963</u>

OUTDOORLADS LIMITED

England & Wales - Charity number 1133121

Accounts



OutdoorLads Ltd

Company Limited by Guarantee

**Unaudited Financial Statements
For the Year Ended 31 March 2021**

**Registration Number: 06589498
Charity Registration Number: 1133121**

OutdoorLads Ltd
Company Limited by Guarantee
Financial Statements
Year Ended 31 March 2021

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OutdoorLads Ltd
Company Limited by Guarantee
Introduction from the Chairman
For the year ended 31 March 2021

Trustees

Steven Allan
Daniel Barcroft
Danny McKeown -Henshall - Vice Chairman
Jonathan Moore (resigned 8 April 2020)
Neil Sharp
Matt Tennant - Chairman
Simon Francis William Hawthorn - (appointed 21 September 2020)
James William Brash (resigned 29 December 2020)
Danny Ballantyne
Fergus James Brunning
Edward Alexander Youngman (resigned 4 May 2021)
Gavin John Bridge - (appointed 21 September 2020)

Company Secretary Liam Russell

Registered Office

Suite 440
Royal Exchange
Manchester
M2 7EP

Accountants

Beever and Struthers
Chartered Accountants
Suite 9b
The Beehive Lions Drive
Shadsworth Business Park
Blackburn
BB1 2QS

Independent Examiner

Adam Thom FCA (ICAEW)

Bankers

Charities Aid Foundation Bank
25 Kings Hill Avenue
Kings Hill
West Malling
ME19 4JQ

Aldermore Bank Plc
1st Floor, Block B, Western
House
Lynch Wood
Peterborough
PE2 6FZ

OutdoorLads Ltd
Company Limited by Guarantee
Introduction from the Chairman
For the year ended 31 March 2021

The coronavirus global pandemic of 2020 and 2021 has created unprecedented challenges to us as individuals; to our employment, our communities, our country and the world we live in. OutdoorLads was not exempt from the impact COVID-19 had on the UK, and for the first time since the charity's conception in 2007, in March 2020 our event programme was put on hold. At the time of writing this report, the UK is on the cusp of restrictions being lifted and OutdoorLads can start to look to the future.

The AGM and the annual report is our chance to reflect on how OutdoorLads has performed over the last 12 months; what have we achieved, what the challenges facing the charity are and what the opportunities for us looking to the future are. The annual report this year will focus on three key areas. Our events, our volunteers, our members. These three elements are critical to OutdoorLads. A single element cannot exist without the other two. In each section of the report, we will outline how we have done in that area over the last 12 months and what we hope to achieve in the next 12 months.

I will begin the 2021 annual report with my reflections of the key challenge of the last year, the global pandemic.

The foundations of OutdoorLads are built on community and togetherness. The experiences, friendship, connectivity and enjoyment of OutdoorLads comes from bringing people together to have a great time. It is why after 15 years we are still here and we are still needed. I reflect on the cruel irony of the pandemic, that whilst lockdown and isolation were aimed, quite rightly, at keeping us safe from the virus, a by-product has been over a year of isolation and not being able to connect with our friends and loved ones. Another by-product of the virus for me is the absolute clarity that OutdoorLads is still needed today. The desire and readiness of our leaders to run over 560 #StayInMore events; start putting on Micro-events, then full day walks, climbs, camping and hostels is testimony to our volunteers and their commitment to the organisation; the demand for our events from our members since the restrictions have lifted has been enormous.

I will need to give a special mention to the staff team of OutdoorLads who throughout the pandemic have kept the charity going behind the scenes. Our team have moved both on and off the furlough scheme since March 2020 and have endured a very challenging period. Their hard work and continued professionalism at a time of adversity is commendable and I give my thanks to them for helping OutdoorLads come out the other side of the pandemic in one piece.

Since March 2020 and into 2021, the Trustees have managed the impact on OutdoorLads closely. Particular attention was put on our finances, as our major income generation sources could not run. A combination of tight financial management, identifying cost reduction strategies, and successfully managing our external suppliers were key contributors to mitigating the losses caused by the pandemic. However, what kept OutdoorLads going was our members. Though some OutdoorLads members did not renew their membership, the vast majority stayed with us. This membership income kept us going. For that, I am eternally grateful to everyone who renewed their membership. OutdoorLads is nothing without our members and the last 12 months has been a case in point to that.

The global pandemic, however, has not been the only thing keeping us busy in the last 12 months. In the Summer and Autumn of 2020, OutdoorLads changed insurance providers. This change presented the organisation a number of logistical challenges from updating risk assessments, reconsidering the leader application system and ensuring we have the right level of expertise in the organisation. An extraordinary effort from a small group of individuals ensured we were ready for the implementation when our events schedule recommenced in the Spring of 2021.

At the beginning of 2021, the attention of the Trustee's turned to looking at life after lockdown. The Trustees alongside our regional organisers identified three key aims of the organisation: Re-establish the event programme, re-engagement with our members, run income generating BIG Events. These three themes have underpinned all of our activity to date in 2021 and remain our priorities for the remainder of this year.

Both 2020 and 2021 for many of us will be remembered as the some of the most challenging times we've experienced. I think it has also shown the best of what OutdoorLads members, leaders and volunteers can do in the most challenging circumstances. On behalf of the Trustee Board of OutdoorLads I would like to give my thanks for the continued dedication of our members, volunteers, staff and supporters who kept OutdoorLads going through 2020 and 2021. Your support and passion for the charity continues to amaze me and gives us the best possible opportunity to continue our successes beyond this pandemic and into the future.



Matt Tennant
Chairman

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2021

The trustees, who are also the directors of the charitable company, present their annual report and the financial statements for the year ended 31 March 2021.

The Charity is commonly known as OutdoorLads.

Structure Governance and Management

The Board of Trustees is drawn from the membership and reports to the Annual General Meeting of OutdoorLads. In line with our Articles of Association, all Trustees are unpaid volunteers.

The Board has overall responsibility for the work of OutdoorLads, in particular, setting strategy, direction, and targets. The Board of Trustees delegates day-to-day management of the organisation to three staff. Events are managed by appointed volunteer leaders. Leaders are managed on a regional basis by Regional Coordinators, appointed by the Board of Trustees.

Governing Document

The Charity, which is also a company limited by guarantee, is governed by its Memorandum and Articles of Association as amended 21 September 2019.

Appointment of Directors and Trustees

The Board of Trustees has ten members at 31 March 2021, of these, three are office bearers; Chair, Vice-Chair, and Treasurer. The Company Secretary is a member of staff. Trustee appointments are for a term of three years. Co-opted Board members are subject to ratification by the membership at the following AGM to the co-option.

If required, Trustees receive external training in accordance with guidelines set down by the National Council for Voluntary Organisations.

Risk management

The Board have identified the major risks, both financial and other, facing the charity and have taken the appropriate action to mitigate those risks.

Related party transactions

Details of related party transactions are set out in note 20 to the financial statements. The Trustees participate in the activities of OutdoorLads on the same terms and conditions as other members.

Declarations of Conflict of Interest

The Board maintains its legal duty in managing conflicts of interest. These Conflicts are recorded in the organisational risk register and regularly reviewed. The Board maintains two 'active' conflicts of interest through Connected Individuals of Trustees: Steven Allan, and Dan Barcroft.

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2021

Objectives and Activities

The charity's objectives are:

“To promote for the benefit of the inhabitants of the UK, in particular but not exclusively, gay, bisexual, transsexual and transgender communities, without distinction of sex, sexual orientation, race, political, religious or other opinions, by associating together the residents of the area of benefit, the local and the public authorities, voluntary and other organisations in a common effort to provide facilities in the interests of social welfare for recreation and leisure-time occupation with the object of improving the conditions of life for the said inhabitants.

To promote equality and diversity and to eliminate discrimination in relation to gay, bisexual, transsexual, and transgender persons by advancing education and raising awareness of issues affecting said persons.”

The Mission of OutdoorLads:

The get more Gay, Bi and Trans men into the Outdoors.

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
Year ended 31 March 2021

Our Events

Activities to end March 2021

The Coronavirus pandemic has had an unprecedented impact on OutdoorLads and our ability to run the charities events. In March 2020, the Trustees took the difficult decision to cancel and postpone all OutdoorLads events. The constantly changing landscape of restrictions has meant that OutdoorLads has to change our events frequently, and often at very short notice.

- Since March 2020 OutdoorLads has run 561 online "Stay in More" events, including quizzes etc.
- From June 2020 OutdoorLads was able to run Micro-events followed by increased day walks attendance.
- OutdoorLads was not able to run BIG Spring Camp, Summer Camp, Halloween or the Christmas events programme.
- From August 2020 OutdoorLads was able to run a small number of camping events for a short period.
- From December 2020 to March 2021 our entire event programme was again postponed.
- In April 2021, OutdoorLads restarted our Micro-events programme. In May of 2021 OutdoorLads could commence camping events followed by hostels in the early summer of 2021.

We have been working closely with our event suppliers, YHA, National Trust and independents, to move bookings from 2020 into 2021 and 2022. We have been almost entirely successful in re-arranging events into 2021 and 2022 with no or little loss of deposit.

The charity ran over 784 events during April 2020- March 2021, of which the following number of primary activities took place:	Year to March 2021	Year to March 2020
#StayInMore	561	N/A
Day walks (including Micro-events)	188	445
Hostel and camping weekends	4	91
Climbing events	6	464
Cycling events	21	105
Watersports	0	22
Social evenings	4	202
Outside UK	0	5
BIG Events	0	5

Within this range of activities 23,303 event places were attended by our members (up from 16,866 in 2020), including: Number of event places attended	Year to March 2021	Year to March 2020
#StayInMore	20,905	
Day walks (including Microevents)	2,055	4, 859
Hostel weekends and camping	74	1, 605
Climbing events	46	3, 398
Cycling events	130	659
Watersports	0	180
Social evenings	93	2, 748
Outside UK	0	115
BIG Events	0	1, 098

Looking Forward to 2021/2022 for our events:

- Camping programme re-started from May 2021.
- Hostel programme recommenced from 19th July 2021.
- Our 15th Birthday Celebration event took place in August 2021 – our first BIG event since 2019!
- BIG Summer Camp has also made a return in August 2021.
- We have an active hostel programme for Autumn / Winter 2021 which includes our Christmas 2021 programme

Our Volunteers

Volunteers

Volunteers continue to make an invaluable contribution towards the life and work of OutdoorLads and support a wide range of activities behind the scenes, as well as face-to-face with members. Volunteers still run all OutdoorLads activities with the exception of some specialist sports where OutdoorLads does not have the required equipment/insurance/in-house trained expertise to run the event.

The number of volunteers in the year was 294, an increase of 10 from the figure reported last year, despite the effects of the pandemic. Recruiting and retaining leaders is crucial to the success of the group and numbers continue to see growth, with one Trustee specifically responsible for supporting our volunteers.

Summary of key activity:

In September 2020 OutdoorLads changed our third-party liability insurance provider to Activities Industry Mutual. The change required OutdoorLads to review and implement several new policies including:

- Updated risk assessments for all event types
- New leader sign off process based on a 'log book' of experience alongside assessment
- For certain events such as mountain walks, climbing and road cycling that have a NGB qualification, leader applications need to be reviewed by a peer who holds such a qualification.
- Launch of a new Volunteer Agreement that leaders needed to have signed prior to leading.

We give our thanks to a number of individuals who helped develop these processes and procedures ahead of the relaunch of our events in March 2021. We extend our thanks to Nick Reid who serves as the technical advisor to the board on such matters.

New Leaders, Training and Development

Despite OutdoorLads activity programme being limited from March 2020 to March 2021, we received 56 new leader applications. 19 new leaders were even approved (even during the pandemic).

In the lead up to restarting our events in the Spring of 2021, we ran four first aid courses to support leaders.

Looking forward to 2021 and 2022 for our leaders:

- We need to continue to ensure the new insurance procedures are implemented and will conduct a 6-month review of progress in the autumn of 2021.
- We will continue to adopt a leader and member centric approach to training requirements and upskilling opportunities within the organisation

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
Year ended 31 March 2021

- We will continue building strategic training partners to ensure our leaders are provided with the best opportunities to upskill and training.

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Year ended 31 March 2021

- Subject to financial forecasting – agree an annual leader training spend and continue to seek further funding opportunities to support upskilling.
- Provide relevant and recommended first aid training for leaders which is part of our new insurance requirements.
- We will invest in putting a number of cycling leaders through NGB qualifications so that OutdoorLads can run cycling through our own insurance arrangements. Currently cycling is being dealt with through our membership of Cycling UK.
- We are looking to run a number of leader development courses at our BIG Events, or through external training providers.

Our Members

Full Members: 1212, Concession members: 66, Pay As You Go: 6503.

- OutdoorLads membership remained strong through the pandemic. Though some members left, the majority renewed their membership. The ending of restrictions has seen a rise in new members joining alongside previous members returning to the group.
- Attendance at Prides due to the pandemic have been extremely limited.
- Each Spring, the Trustees considering whether a rise in membership fee with inflation should take place. In light of the suspension of the event programme in 2020 and into 2021, the Trustee's took a decision not to raise the membership for 2020-21.

Having surveyed its members in August 2019 and 2020, once again, the charity is able to demonstrate its success: <i>Percentage of Full Members who agree with the following statement:</i>	July 2021	August 2020	August 2019
I feel more energised and positive after an OutdoorLads event.	78%	88%	78%
I have made new friends through OutdoorLads	70%	83%	80%
OutdoorLads provides positive role models for gay men.	75%	74%	74%
I am proud to be a member of OutdoorLads.	72%	79%	72%
I feel more part of a community.	66%	73%	72%
I feel less isolated.	63%	65%	66%
I have enjoyed 'giving something back' to the group.	48%	57%	53%
OutdoorLads events are fun.	N/A	93%	92%
OutdoorLads is professionally run.	N/A	90%	88%
OutdoorLads is friendly and welcoming.	N/A	89%	87%
OutdoorLads allows me to try new things.	N/A	88%	86%
I am fitter.	N/A	58%	59%
I feel more positive about the future.	N/A	60%	59%

I feel excited to go on a OutdoorLads events after the restrictions have lifted	83%	N/A	N/A
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Looking forward to 2021/2022 for our members:

- The Board will continue to develop strategies to recruit new members and retain members to the organisation.
- In 2022 we will look to have a renewed presence at various prides around the UK.
- We will engage with our wider membership in consultations on what the strategy and priorities of OutdoorLads should be coming out of the pandemic.
- We will continue to seek input from our members on how OutdoorLads can be representative of the Gay, Bi and Trans communities around the UK.

Actions Update from 2020 AGM:

Insurance implementation

In September 2020, OutdoorLads changed insurance providers. Our public liability insurance is now provided by Activities Industry Mutual (AIM). AIM are an insurance cooperative that offer specialist insurance to a range of activity providers. AIM's specialist knowledge of the outdoors sector makes them an excellent partner for OutdoorLads activity. The implementation of the new insurance arrangements required OutdoorLads to renew our risk assessments, develop a new process for leader sign-off and bring in some in-house expertise to help with leader approval. The Board of Trustees would like to extend our thanks to Nick Reid who took on the position of Technical Advisor to the Board.

Price review

Since the AGM in 2020, work has been taking place to build the foundations of a price review for how OutdoorLads charges for membership and events. Dave Banks has been supporting the group by building a tool that allows the charity to calculate both an accurate profit and loss from the events we run, alongside factoring in staff and overheads costs. This tool will be of great assistance in helping to ensure that the charity is running events in a cost effective, but value for money basis for our members. The next stage of this project, taking into consideration other changes to our VAT position is to consider how events should be priced in the medium-long term.

Equality and Diversity Group

An initial workshop was held and identified a number of actions to be undertaken. These included a Terms of Reference, training for the board to include unconscious bias and equalities, access to training for volunteers and a formalised group to work with the board and other sub-groups to address improvement to access, equality and inclusivity of our events. Whilst this work has had a number of delays related to resourcing, Covid-19 challenges and personal circumstances, a Terms of Reference has been drafted for approval by the Board and a number of training options identified. A new group will be formed following adoption of these to help advise the group on improvements to equality and diversity.

Operations Sub-Committee

The Operations Sub-Committee is a formal sub-committee of the Board of Trustees.

The Operations Sub-Group discusses policies and/or operational matters regarding the charity. During the period of March 2020-2021, the Sub-Group discussed the following business: Insurance Implementation, COVID-19 restrictions, forecast and budget, the reserves policy, annual membership price rise and leader credits.

Communications and Marketing Sub-Committee

The Communications and Marketing sub-committee is a small team of expert volunteers that advise OutdoorLads on marketing strategies, PR, and GDPR. The group also provide expert technical advice to the office team. The group formed in June 2020, holding regular meetings with the three recurring objectives: membership retention, recruitment, and re-engagement of lapsed members. Moving on from the pandemic-related social restrictions, the group have now agreed to operate on an ad-hoc basis to provide expert support when needed, with quarterly meetings to review activities completed to date, set new strategic objectives, and offer advice and guidance to the office team.

Financial Review 2020-2021

Overview

The financial year to the end of March 2021 may well have been OutdoorLads' most challenging. We started the financial year with free reserves at only 19% of our stated long-term target. Furthermore, income from events dramatically decreased. However, due to a number of positive external factors and actions taken by the Board and our staff, our financial position actually improved during the financial year.

The Board, supported by our staff, took action to decrease discretionary spending such as IT, training and rent. The charity also made the most of the UK Government's furlough scheme. Furlough will continue to benefit OutdoorLads during the current financial year but it has obviously had an adverse financial impact on our staff.

The most important contribution to our financial health came from OutdoorLads' members. Although some members decided not to renew their annual membership, most stuck with us. Many members also decided to make charitable donations to OutdoorLads. The Board is incredibly grateful for this strong level of support from the members.

Performance

Gross events income dropped 83% to £29,250. Income from membership fees increased by 9% to £64,206 helped by a different VAT treatment for part of the financial year. Furlough grants totalled £24,279. Net profit before depreciation and amortisation was £10,181 (versus a loss of £15,211 for FYE 2/20). After depreciation and amortisation, a small loss of £7,018 was recorded (compared with a loss of £32,120 for FYE 3/20).

VAT

In May 2020, OutdoorLads made a VAT claim of £106,645.63 related to the four years prior on the basis that the charity is primarily a sports club. However, in June 2020, our claim was rejected due to HMRC taking the view that OutdoorLads is a social club.

We immediately appealed but it took until May 2021 before we received a reply. Due to the nearly 1-year delay, HMRC decided to approve the requested refund but without fully considering the substance of our claim. A follow-up letter was received from HMRC in June 2021 which confirmed the refund but it also made clear that OutdoorLads should charge VAT in respect of events which focus more on the social side than on sports activities.

The Board and our staff are working through the implications of this feedback and are considering how best to minimise our VAT exposure. The Board will obviously make sure that the VAT refund, and any future VAT benefits, will be used to further OutdoorLads' aims for the benefit the members.

Reserves and Reserves Policy

OutdoorLads started the financial year with free reserves (net current assets less restricted funds) of only £13,244 compared with our target of £70,000. The position, however, improved and by the end of March 2021, our free reserve had increased to £22,209.

Following the receipt of the VAT refund, OutdoorLads' free reserves are, as of September 2021, fully funded.

Looking Forward

Although the VAT refund has improved OutdoorLads' financial position, the charity continues to be adversely impacted by the pandemic. Only a very limited events programme was possible during the first quarter of FYE 3/22 and, as a result, Big Spring Camp (which, from a financial perspective, is our most important event), could not take place. For the full financial year, the number of paid-for events spaces will be materially lower compared with a typical year.

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
Year ended 31 March 2021

Public Benefit

In setting our objectives, carrying out our activities for the year and looking further ahead, the Board have considered the Charity Commission's guidance on public benefit, including guidance on public benefit and fee-charging. The Charity relies on income from fees and charges to cover its operating costs. In setting the level of fees, charges, and concessions, the Board give careful consideration to the accessibility of those on low incomes.

On top of the health and wellbeing benefit of the charity's events our pricing structure, including Concession Membership, is designed to make the events affordable to as wide a range of participants as possible. In addition, the OutdoorLads Foundation provides financial support to those who may still be unable to afford membership or participation in our paid events. Due to the pandemic and the loss of our events programme, the Foundation did not provide financial support to any individuals during the financial year.

Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Independent Examiner

Adam Thom has been re-appointed as independent examiner for the ensuing year.

Approved by the Board and signed on its behalf by:

Matthew Tennant
Chair of the Board of Trustees



Date: 20th September 2021

**OutdoorLads Ltd
Company Limited by Guarantee
Independent Examiner's Report to the Trustees of OutdoorLads Ltd
Year ended 31 March 2021**

I report to the trustees on my examination of the financial statements of OutdoorLads Limited ("the charity") for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a "true and fair" view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Name: Adam Thom

Relevant professional qualification or body: FCA (ICAEW)

Address: Beever & Struthers
The Beehive Lions Drive
Shadsworth Business Park
Blackburn BB1 2QS

Date: 7/12/21

OutdoorLads Ltd
Company Limited by Guarantee
Statement of Financial Activities (including Income and Expenditure Account)
Year ended 31 March 2021

		Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
	Notes				
Income from:					
Donations	5	6,760	7,483	14,243	4,689
Charitable activities:					
Membership and Events Income	6	93,276	-	93,276	268,517
Other Income	6a	24,279	-	24,279	-
Investment income	7	<u>507</u>	<u>-</u>	<u>507</u>	<u>719</u>
Total income		124,822	7,483	132,305	273,925
Expenditure on:					
Charitable activities	8	<u>(131,840)</u>	<u>(7,483)</u>	<u>(139,323)</u>	<u>(306,045)</u>
Net (expenditure) and net movements of funds for the year	11	<u>(7,018)</u>	<u>-</u>	<u>(7,018)</u>	<u>(32,120)</u>
Reconciliation of funds					
Total funds brought forward as previously reported		108,602	10,292	118,894	175,898
Prior year adjustment		<u>-</u>	<u>-</u>	<u>-</u>	<u>(24,884)</u>
Total funds brought forward as restated		<u>108,602</u>	<u>10,292</u>	<u>118,894</u>	<u>151,014</u>
Total funds carried forward		<u>101,584</u>	<u>10,292</u>	<u>111,876</u>	<u>-118,894</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 14 to 21 form an integral part of the financial statements.

OutdoorLads Ltd
Company Limited by Guarantee
Statement of Financial Position
As at 31 March 2021

Company Registration Number: 06589498

			2021	2020
	Note	£	£	£
Fixed Assets				
Intangible fixed assets	12		79,034	93,541
Tangible fixed assets	13		<u>341</u>	<u>1,817</u>
			79,375	95,358
Current Assets				
Stock		3,398		3,595
Debtors	14	39,697		34,243
Cash at bank and in hand		<u>99,270</u>		<u>94,389</u>
		142,365		132,227
Creditors: Amounts falling due within one year	15	<u>(109,864)</u>		<u>(108,691)</u>
Net Current Assets			<u>32,501</u>	<u>23,536</u>
Total assets less current liabilities			<u>111,876</u>	<u>118,894</u>
The funds of the Charity:				
Unrestricted funds	17/18		101,584	108,602
Restricted funds	17/18		<u>10,292</u>	<u>10,292</u>
Total funds			<u>111,876</u>	<u>118,894</u>

For the year ended 31 March 2021 the charity was entitled to exemption for audit under section 477 of the Companies Act 2016 relating to small companies.

Director's responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the Board and signed on their behalf by:



.....
Matt Tennant - Chairman

Date: 20 September 2021

The notes on pages 14 to 21 form an integral part of the financial statements

1. Company Information

OutdoorLads Ltd is a private company limited by guarantee, incorporated in England and Wales under the Companies Act. The address of the registered office is given on page 1 of the financial statements. The nature of the Company's operations and its principal activity is the advancement of health through outdoor activities. The Company is a registered charity, registered in England and Wales (registered number 1133121).

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting Policies

The principal accounting policies adopted, significant judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of Accounting

OutdoorLads Ltd meets the definition of a public benefit entity under FRS102. The financial statements have been prepared on the historical cost basis unless otherwise stated in the relevant accounting policy note(s).

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going Concern

The Board are confident that the Charity will remain in a positive cash position for the 12 months following the approval of the financial statements. On this basis, the financial statements have been prepared on a going concern basis.

Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

Income

Membership, events income and donations are included in the Statement of Financial Activities (SOFA) in the period to which they relate. Monies received in advance are deferred and included within creditors until the period to which they relate. Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

3. Accounting Policies *(continued)*

Donated Services and Facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, and conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Investment Income

Investment income is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Intangible Fixed Assets

Intangible assets are initially recorded at cost and are subsequently stated at cost less any accumulated amortisation and impairment losses. Assets costing less than £300 are not capitalised but written off to revenue in the year of acquisition.

Amortisation

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Website	- over 7 years (from date new site goes live) straight line
Software licences	- 33.3% straight line

Tangible Fixed Assets

All fixed assets are initially recorded at cost and subsequently stated at cost less any accumulated depreciation and impairment losses. Assets costing less than £300 are not capitalised but written off to revenue in the year of acquisition.

3. Accounting policies (*continued*)

Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Fixtures & fittings	- 15% straight line
Motor vehicles	- 25% straight line

Stock

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by Guarantee

The charity is a company limited by guarantee and does not have a share capital. In the event of the charity being wound up, the members are committed to contributing a sum not exceeding £10 each.

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2021

	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
5. Donations				
Donations received	6,060	-	6,060	4,689
Grants received	<u>700</u>	<u>7,483</u>	<u>8,183</u>	<u>-</u>
	<u>6,760</u>	<u>7,483</u>	<u>14,243</u>	<u>4,689</u>
6. Income from Charitable Activities:				
Membership and events				
Membership subscriptions	64,206	-	64,206	58,979
Event activities	29,250	-	29,250	172,655
Other event income	(313)	-	(313)	36,040
Other income	<u>133</u>	<u>-</u>	<u>133</u>	<u>843</u>
	<u>93,276</u>	<u>-</u>	<u>93,276</u>	<u>268,517</u>
6a. Other Income				
Furlough claims	<u>24,279</u>	<u>-</u>	<u>24,279</u>	<u>-</u>
7. Investment Income				
All of the charity's investment income arises from money held in interest-bearing bank accounts.				
8. Charitable Activities				
Direct costs:				
Accommodation	(829)	-	(829)	80,604
Travel	-	-	-	7,893
Food, drink and other costs	5,556	-	5,556	66,297
Online banking charges	2,814	-	2,814	3,878
Support costs:				
Employment costs (Note 9)	64,611	-	64,611	66,467
Recruitment expenses	-	-	-	224
Training	1,615	-	1,615	3,255
Premises	2,598	2,061	4,659	7,108
Insurance	4,336	708	5,044	2,598
Office costs	528	-	528	4,954
Travel	60	-	60	2,957
Marketing and promotion	790	-	790	2,775
Website costs	24,612	4,714	29,326	32,215
Management accounts and payroll	2,680	-	2,680	1,698
Other support costs	963	-	963	1,010
Independent examination fees	1,200	-	1,200	1,200
Bank charges	446	-	446	60
Donations	-	-	-	2,140
Sundry	36	-	36	271
Board and AGM costs	-	-	-	1,532
Legal & professional fees	2,625	-	2,625	-
Depreciation and amortisation	<u>17,199</u>	<u>-</u>	<u>17,199</u>	<u>16,909</u>
	<u>131,840</u>	<u>7,483</u>	<u>139,323</u>	<u>306,045</u>

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2021

9. Staff Costs

	2021	2020
	£	£
Salaries and wages	61,332	62,441
Social security costs	826	2,143
Employer pension contributions	<u>2,453</u>	<u>1,883</u>
	<u>64,611</u>	<u>66,467</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil)

The average monthly headcount and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	Number	Number
Administration staff	<u>3</u>	<u>3</u>

10. Trustee remuneration and expenses

The charity trustees, who are also directors in company law and the key management personnel, were not paid or received any other benefits from employment with the charity (2020: Nil). During the year expenses totalling £Nil (2020: £3,472) were paid to the trustees. No charity trustee received payment for professional or other services supplied to the charity (2020: Nil).

11. Net Income for the Year

This is stated after charging:	2021	2020
	£	£
Depreciation and amortisation	17,199	16,909
Loss on disposal of fixed assets	-	-
Independent examination fees	<u>1,200</u>	<u>1,200</u>

12. Intangible Fixed Assets

	Website	Total
Cost	£	£
As at 1 April 2020	108,845	108,845
Additions	1,216	1,216
Disposals	<u>-</u>	<u>-</u>
As at 31 March 2021	<u>110,061</u>	<u>110,061</u>

Depreciation

As at 1 April 2020	15,304	15,304
Charge for the year	15,723	15,723
Depreciation on disposals	<u>-</u>	<u>-</u>
As at 31 March 2021	<u>31,027</u>	<u>31,027</u>

Net Book Value

As at 31 March 2021	<u>79,034</u>	<u>79,034</u>
As at 1 April 2020	<u>93,541</u>	<u>93,541</u>

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2021

13. Tangible Fixed Assets

	Fixtures, Fittings & Furniture £	Equipment £	Total £
Cost			
As at 1 April 2020	3,428	12,678	16,106
Additions	-	-	-
As at 31 March 2021	<u>3,428</u>	<u>12,678</u>	<u>16,106</u>
Depreciation			
As at 1 April 2020	3,300	10,989	14,289
Charge for the year	50	1,426	1,476
As at 31 March 2021	<u>3,350</u>	<u>12,415</u>	<u>15,765</u>
Net Book Value			
As at 31 March 2021	<u>78</u>	<u>263</u>	<u>341</u>
As at 1 April 2020	<u>128</u>	<u>1,689</u>	<u>1,817</u>
		2021	2020
		£	£

14. Debtors

Trade debtors	5,023	6,864
Other debtors	2,544	1,884
Taxation and social security	748	-
Prepayments and accrued income	<u>31,382</u>	<u>25,495</u>
	<u>39,697</u>	<u>34,243</u>

Included within prepayments is £3,700 (2020 - £Nil) due after more than one year

	2021	2020
	£	£
16. Creditors: amounts falling due within one year		
Trade creditors and other creditors	21,911	23,152
Other creditors and accruals	3,641	3,843
Deferred income (Note 17)	84,312	80,638
Taxation and society security	-	1,058
	<u>109,864</u>	<u>108,691</u>

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2021

16. Deferred Income

Deferred income comprises income from annual membership subscriptions received in advance and released as the benefits of membership are utilised and income received upfront from members for advance bookings in respect of events held since the year end.

	Membership	Events	Total
	£	£	£
Balance as at 1 April 2020	44,755	35,883	80,638
Amount released to income earned from charitable activities	(44,755)	(35,883)	(80,638)
Amount deferred in year	<u>41,871</u>	<u>42,441</u>	<u>84,312</u>
Balance at 31 March 2021	<u>41,871</u>	<u>42,441</u>	<u>84,312</u>

17. Statements of Funds

	Balance 1	Incoming	Resources	Balance
	April 2020	Resources	Expended	31 March
	£	£	£	2021
Unrestricted funds	108,602	124,822	(131,840)	101,584
Restricted funds – Sports England	-	7,483	(7,483)	-
Restricted Funds – OutdoorLads Foundation	<u>10,292</u>	<u>-</u>	<u>-</u>	<u>10,292</u>
Total Funds	<u>118,894</u>	<u>132,305</u>	<u>(139,323)</u>	<u>111,876</u>

The restricted funds carried forward comprise income and expenditure in relation to the OutdoorLads Foundation formed at the charity's AGM in 2015. The Foundation has two main purposes:

- Financial Assistance for Members** where we offer financial support for current Members who are experiencing financial hardship or difficult life circumstances. This support could be paying the event fee for a hostel weekend or providing a contribution towards travel costs.
- Work with other charities where** we look to generate and explore relationships with others LGBT charities around the UK. The aim is to support individuals to come to OutdoorLads events and enjoy the community and positive wellbeing so many of our current members experience.

18. Analysis of Net Assets Between Funds

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2021	2020
	£	£	£	£
Fixed assets	79,375	-	79,375	95,358
Current assets	132,073	10,292	142,365	132,227
Creditors amounts falling due within one year	<u>(109,864)</u>	<u>-</u>	<u>(109,864)</u>	<u>(108,691)</u>
Total	<u>101,584</u>	<u>10,292</u>	<u>111,876</u>	<u>118,894</u>

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2021

19. Taxation

The charity is exempt from tax on income and gains falling within Section 505 of the Taxes Act 1988 or Section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

20. Related Party Transactions

The charity has contracted services from Linten Technologies Ltd. This company is providing domain renewal and server hosting services. Two Trustees, Daniel Burford and Steven Allan, are directors in this company.

During the year the value of services and goods purchased from Linten Technologies Ltd was £10,138 (2020: £10,329). The amount outstanding at the balance sheet date was £Nil (2020: NIL).

Steven Allen does not have any role in the Board's decision to use Linten Technologies Ltd. Additionally, OutdoorLads Ltd carries out regular market testing to ensure that the services are being provided at a competitive market rate.

The trustees participate in the events provided by OutdoorLads Ltd on the same terms and conditions as all other members.

Those trustees who are also event leaders may claim expenses on the same basis as other leaders. Any amounts claimed are in addition to the trustees' expenses shown in note 10.

The following pages do not form part of the statutory accounts

OutdoorLads Ltd
Company Limited by Guarantee
Detailed Income and Expenditure Account
For the year ended 31 March 2021

	Note	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
Income					
Membership Subscriptions		64,206	-	64,206	58,979
Event activities		29,250	-	29,250	172,655
Other Income		(180)	-	(180)	36,883
Donations		6,060	-	6,060	4,689
Bank Interest receivable		507	-	507	719
Grants received		700	7,483	8,183	-
Furlough grants		<u>24,279</u>	<u>-</u>	<u>24,279</u>	<u>-</u>
		<u>124,822</u>	<u>7,483</u>	<u>132,305</u>	<u>273,925</u>
Direct Costs					
Accommodation		829	-	829	(80,604)
Travel		-	-	-	(7,893)
Food, drink and other costs		(5,556)	-	(5,556)	(66,297)
Online banking charges		<u>(2,814)</u>	<u>-</u>	<u>(2,814)</u>	<u>(3,878)</u>
		<u>(7,541)</u>	<u>-</u>	<u>(7,541)</u>	<u>(158,672)</u>
Overheads					
Salary and employers NIC		(64,611)	-	(64,611)	(66,467)
Recruitment expenses		-	-	-	(224)
Travel and Accommodation		(60)	-	(60)	(2,957)
Training		(1,615)	-	(1,615)	(3,255)
Premises costs		(2,598)	(2,061)	(4,659)	(7,108)
Insurance		(4,336)	(708)	(5,044)	(2,598)
Office costs	A	(528)	-	(528)	(4,954)
Other support costs	B	(963)	-	(963)	(1,010)
Marketing and promotion		(790)	-	(790)	(2,775)
Website costs		(24,612)	(4,714)	(29,326)	(32,215)
Management accounts and payroll services		(2,680)	-	(2,680)	(1,698)
Independent examination fees		(1,200)	-	(1,200)	(1,200)
Board and AGM costs		-	-	-	(1,532)
Bank charges		(446)	-	(446)	(60)
Donations		-	-	-	(2,140)
Sundry		(36)	-	(36)	(271)
Legal & professional fees		(2,625)	-	(2,625)	-
Depreciation and amortisation		<u>(17,199)</u>	<u>-</u>	<u>(17,199)</u>	<u>(16,909)</u>
		<u>(124,299)</u>	<u>(7,483)</u>	<u>(131,782)</u>	<u>(147,373)</u>
Total Expenditure		<u>(131,840)</u>	<u>(7,483)</u>	<u>(139,323)</u>	<u>(306,045)</u>
Net (Outgoing) Resources		<u>(7,018)</u>	<u>-</u>	<u>(7,018)</u>	<u>(32,120)</u>

OutdoorLads Ltd
Company Limited by Guarantee
Detailed Income and Expenditure Account
For the year ended 31 March 2021

	2021	2020
	£	£
A. Office Costs		
Printing and stationery	55	1,230
Postage	129	782
Office machine maintenance	-	3
Repairs and renewals	-	2,091
Cleaning	-	7
Telephone	456	841
Room hire	(125)	-
Companies House	<u>13</u>	<u>-</u>
	<u><u>528</u></u>	<u><u>4,954</u></u>
B. Other Support Costs		
Subscriptions & Membership	877	641
Clothing	<u>86</u>	<u>369</u>
	<u><u>963</u></u>	<u><u>1,010</u></u>